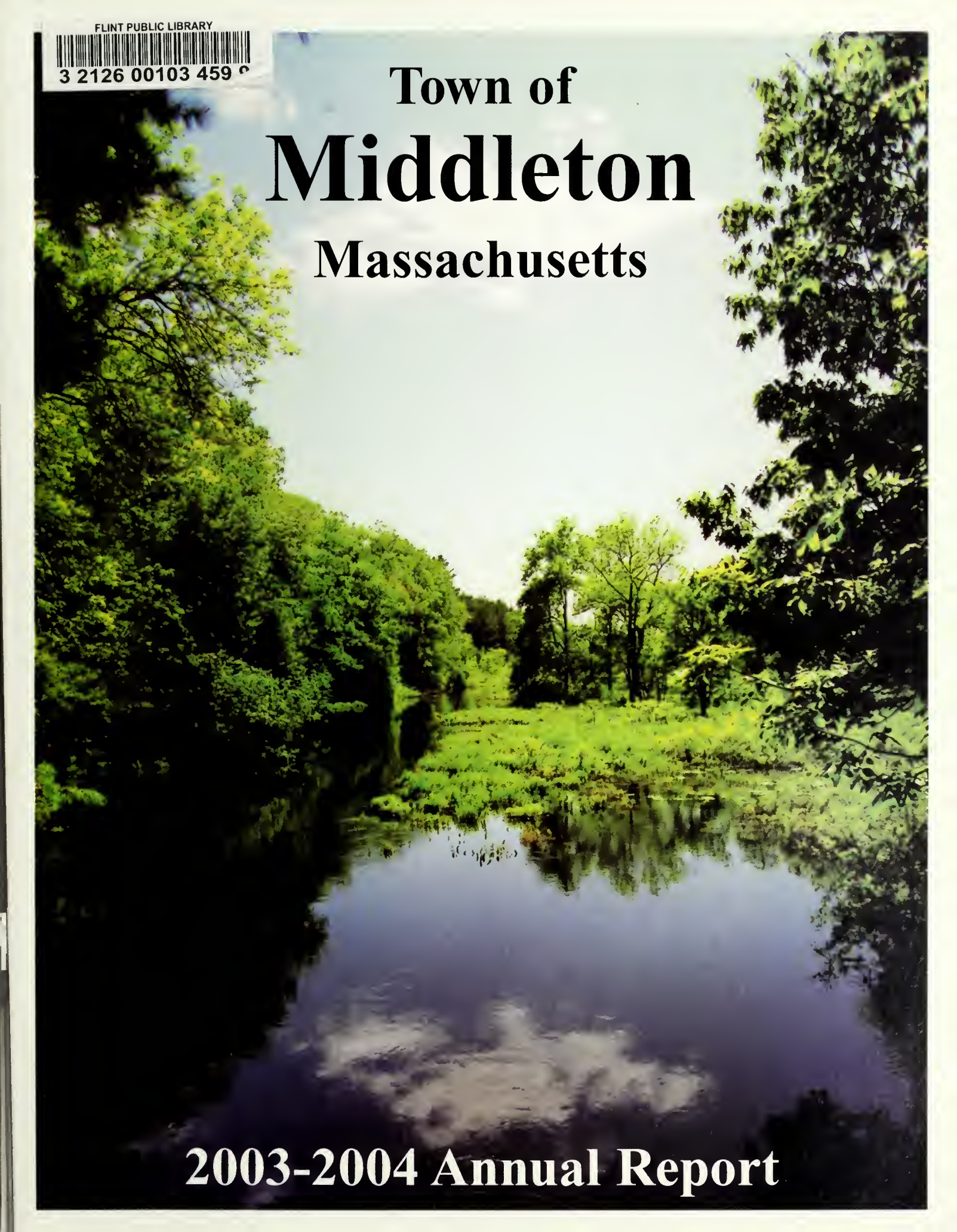


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A full-page background photograph showing a calm river or stream flowing through a dense forest. The water is still, reflecting the surrounding green trees and foliage. The sky is visible through the canopy in the distance.

Town of **Middleton** Massachusetts

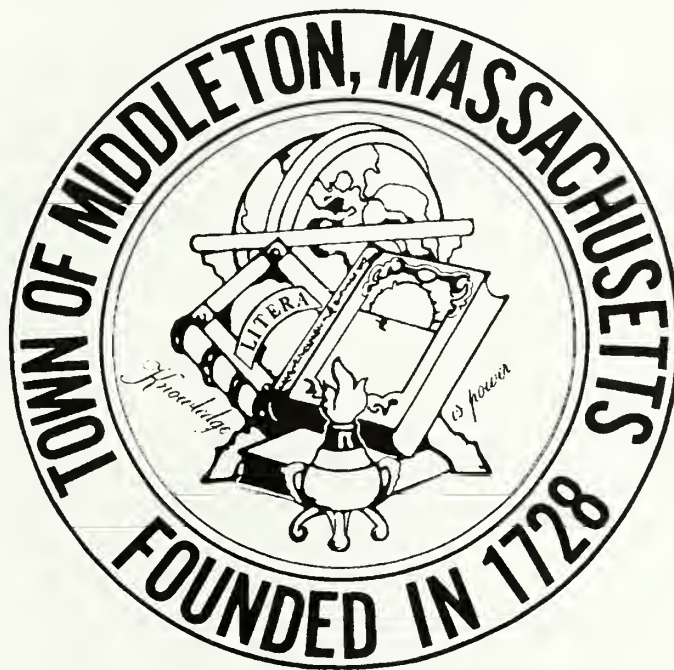
2003-2004 Annual Report



This lovely summer afternoon shot looking upstream from the Maple Street Bridge was taken by Phyllis Jones and won first prize in the First Annual Middleton Stream Photo Contest.

Photo courtesy of Katharine Brown.

2003/2004 ANNUAL REPORT



Town of Middleton Massachusetts

Two Hundred and Seventy-Sixth
Municipal Year

TOWN OF MIDDLETON COMBINED FISCAL YEAR 2003 AND FISCAL YEAR 2004 ANNUAL REPORT

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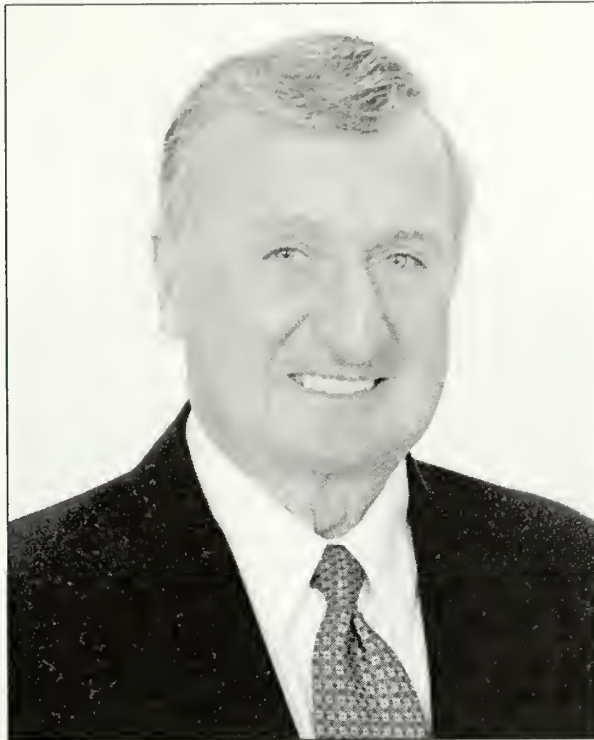
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DEDICATION

ROBERT F. MURPHY

The Middleton Board of Selectman proudly dedicates this 2003/204 Annual Town Report to Robert F. Murphy.

From a community of 4000 in 1972 to 7300 people in 2003, Middleton had been most fortunate to have had Bob Murphy guide us financially as our Town Accountant, while serving on sixteen different committees and boards. Bob is always the utmost professional in presentation and appearance but is never too busy to render good counsel and advice.

By example, Bob demonstrates a work ethic that all associates and community residents admire. Among his numerous accomplishments are restructuring of town government to establish the positions of Town Administrator, Collector/Treasurer, and Assessor/Appraiser and introducing a computerized financial and accounting system to link 14 remote department sites, which became a model for surrounding communities.

A dedicated activist in community development, he continues to serve on various committees and as Custodian of Town Lands. As a community activist and a husband, father, grandfather, and person of great faith, his personal contributions have set a high example for others to follow. It is with great pride and appreciation that we dedicate this 2003/2004 Annual Town Report to Robert F. Murphy.



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IN MEMORIAM

During the past two years the Town of Middleton said goodbye to a number of dear friends who were town employees or actively participated in town government.

In 2003:

Henry A. Bouchard	April 11
Albert J. Young	September 16
Kenneth A. Courtney	November 2
Andrea F. Newhall	December 7

In 2004:

George Farley	September 2
Louis Flynn	October 11
Laura Tyler	December 30
Robert D. Twombly	November 8

2003 - 2004 SCHEDULE

MIDDLETON MEETINGS

OFFICE HOURS AND TELEPHONE LISTING

OFFICE	DAY(S)	TIME	PLACE	TELEPHONE
Accountant	Monday - Friday	8:00 am - 5:00 pm	Memorial Hall / 48 So. Main St.	978 - 777 - 4966
Town Administrator	Monday - Friday	8:30 am - 5:00 pm	Memorial Hall / 48 So. Main St.	978 - 777 - 3617
Animal Control Officer	Varies		26 Locust Street	978 - 777 - 0825
Annual Town Meeting	2nd Tuesday in May		North Shore Tech. H.S.	978 - 762 - 0001
Annual Town Election	Monday after Town Meeting		Fuller Meadow School / 143 So. Main St.	
Board of Appeals Meeting	4th Thursday	7:30 pm	Fuller Meadow School / 143 So. Main St.	978 - 777 - 8917
Board of Appeals Office	Monday - Friday	8:00 am - 4:00 pm	195 North Main Street	978 - 777 - 8917
Board of Assessors Meeting	Tuesday	6:00 pm	Memorial Hall / 48 So. Main St.	978 - 774 - 2099
Board of Assessors Office	Monday, Wednesday - Friday Tuesday	8:00 am - 4:00 pm 8:00 am - 8:00 pm	Memorial Hall / 48 So. Main St.	978 - 774 - 2099
Board of Health Meeting	1st Wednesday	8:00 pm	Fuller Meadow School / 143 So. Main St.	978 - 777 - 1869
Board of Health Office	Monday - Friday	8:00 am - 4:00 pm	195 North Main Street	978 - 777 - 1869
Conservation Commission Mtg	1st Tuesday	7:30 pm	Fuller Meadow School / 143 So. Main St.	978 - 777 - 1869
Conservation Commission Office	Monday - Friday	8:00 am - 4:00 pm	195 North Main Street	978 - 777 - 1869
Council on Aging Meeting	Last Wednesday	9:30 am	Old Town Hall / 38 Maple St.	978 - 777 - 4067
COA Senior Center	Monday, Wednesday, Thursday	9:00 am - 2:00 pm	Old Town Hall / 38 Maple St.	978 - 777 - 4067
Department of Public Works	Monday - Friday	8:00 am - 4:00 pm	195 North Main Street	978 - 777 - 0407
Electric Light Dept. Meeting	2nd Thursday	7:30 pm	197 North Main Street	978 - 774 - 4313
Electric Light Dept. Office	Monday - Friday	8:00 am - 4:00 pm	197 North Main Street	978 - 774 - 4313
EMERGENCY	Always	24 hours	POLICE, FIRE & AMBULANCE	911
Finance Committee Meeting	Variable		Fuller Meadow School / 143 So. Main St.	
FIRE Department	Always	24 hours	Non-Emergency / 4 Lake St.	978 - 774 - 2466

OFFICE	DAY(S)	TIME	PLACE	TELEPHONE
Fuller Meadow School	Monday - Friday	7:30 am - 3:30 pm	143 So. Main Street	978 - 750 - 4756
Board of Health	1st Wednesday	8:00 pm	Fuller Meadow School / 143 So. Main St.	978 - 777 - 1869
Health Office	Monday - Friday	8:00 am - 4:00 pm	195 North Main Street	978 - 777 - 1869
Housing Authority Meeting	2nd Thursday	7:30 pm	Orchard Circle	978 - 774 - 4333
Howe-Manning School	Monday - Friday	7:30 am - 4:00 pm	26 Central Street	978 - 774 - 3519
Inspections Offices	Monday - Friday	8:00 am - 4:00 pm	195 North Main Street	978 - 777 - 2850
Library Trustees	2nd Monday	7:00 pm	Flint Public Library	978 - 774 - 8132
Planning Board	2nd and 4th Wednesday	7:30 pm	Fuller Meadow School / 143 So. Main St.	978 - 777 - 2850
Planning Office	Monday - Friday	8:00 am - 4:00 pm	195 North Main Street	978 - 777 - 2850
POLICE Department	Monday - Friday	8:00 am - 5:00 pm	65 North Main Street	978 - 774 - 4424
Recreation Commission Mtg	2nd Wednesday	7:00 pm	(Old) Town Hall / 38 Maple St.	978 - 750 - 6821
Masconomet Regional School Committee Meeting	1st & 3rd Wednesdays	7:30 pm	Masconomet Administration Building	978 - 887 - 2323
Middleton Public Schools Committee Meeting	2nd Thurs & Variable	7:30 pm	Fuller Meadow School / 143 So. Main St.	978 - 750 - 1955
Board of Selectmen Meeting	Every Tuesday or as Posted (July, August every other Tuesday)	7:30 pm	Fuller Meadow School / 143 So. Main St.	978 - 774 - 3344
Selectmen's Office	Monday - Friday	8:30 am - 5:00 pm	Memorial Hall / 48 So. Main St.	978 - 774 - 3344
Transfer Station	Sunday, Wednesday, Saturday	7:00 am - 4:00 pm	Natsue Way	
Town Clerk's Office	Monday - Thursday Friday Every Tuesday	9:00 am - 4:00 pm 9:00 am - 1:00 pm 6:00 pm - 8:00 pm	Memorial Hall / 48 So. Main St.	978 - 774 - 6927
Tri-Town School Union	Variable		Fuller Meadow School / 143 So. Main St.	978 - 750 - 1955
Tax Collector, Treasurer	Monday - Friday Every Tuesday	8:00 am - 4:00 pm 6:00 pm - 8:00 pm	Memorial Hall / 48 So. Main St.	978 - 774 - 8327 978 - 774 - 1867

2004 - 2005 SENATORS & REPRESENTATIVES

STATE

SENATOR IN GENERAL COURT

*FIRST ESSEX and
MIDDLESEX DISTRICT*
Senator Bruce E. Tarr (R)
State House, Room 313-A
Boston, MA. 02133-1054
Tel: (617) 722-1600
Email: Bruce.Tarr@state.ma.us

REPRESENTATIVE IN GENERAL COURT

*TWENTIETH
MIDDLESEX DISTRICT*

Precinct 1
20th Middlesex District
Representative Bradley H. Jones, Jr. (R)
State House, Room 124
Boston, MA. 02133-1054
Tel: (617) 722-2100
Email: Rep.BradleyJones@hou.state.ma.us

Precinct 2
4th Essex District
Representative Bradford R. Hill (R)
State House, Room 550
Boston, MA. 02133-1054
Tel: (617) 722-2489
Email: Brad.Hill@state.ma.us

GOVERNOR

The Honorable Mitt Romney
State House, Room 360
Boston, MA. 02133-1054
Tel: (617) 727-9725
Email: GOffice@state.ma.us

FEDERAL

REPRESENTATIVE IN CONGRESS

SIXTH DISTRICT
Congressman John F. Tierney
17 Peabody Square
Peabody, MA. 01960
Tel: (978) 531-1669
Fax: (978) 531-1996

or

120 Cannon Building
U.S. House of Representatives
Washington, D.C. 20515
Tel: (202) 225-8020
Fax: (202) 225-5915

UNITED STATES SENATOR

The Honorable Edward M. Kennedy
240 John F. Kennedy Federal Building
Boston, MA. 02203
Tel: (617) 565-3170

or

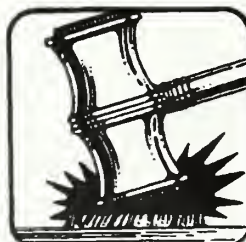
SR-315 Russell Senate Office Building
Washington, D.C. 20510
Tel: (202) 224-4543
Fax: (202) 224-2417
E-mail: senator@kennedy.senate.gov

UNITED STATES SENATOR

The Honorable John F. Kerry
1 Bowdoin Square
Boston, MA. 02116
Tel: (617) 565-8519

or

SR-362 Russell Senate Office Building
Washington, D.C. 20510
Tel: (202) 224-2742
Fax: (202) 224-8525
E-mail: john.kerry@kerry.senate.gov



Board of Selectmen and Town Administrator Fiscal Year 2003 and 2004 Combined Annual Report



I am pleased to submit my twenty-third annual report on behalf of the Board of Selectmen. This report will provide a brief summary of the important town government activities and events during the two fiscal years from July 1, 2002 to June 30, 2004. Details of the department and committee functions are contained in the reports that follow.

New housing starts (single family only) by the end of Fiscal Year 2003, (June 30, 2003), were thirty-six (36), a drop from last year's fifty-three (53). An additional thirty-two units of condominiums were constructed. In Fiscal 2004 from July 1, 2003 to June 30, 2004, the Building Inspector's Office issued twenty-four single family and sixty-two condominium permits. With several new subdivisions in various stages of early permitting, the number of new single family homes will most likely continue at this level for the next two or three years.

Construction on the large two hundred and four unit apartment building (Ironwood at Ferncroft) on Village Road was completed in the fall of 2003 with occupancy of the first units. Inter-Capital Partners LTD., a large multi-unit residential development firm with holdings in Chicago, Texas, and Boston, has also started construction on the 38-unit garden condominium complex next to the eight story Ironwood buildings. In 2004, the owners announced their intentions to sell the apartments as condominiums. Two smaller residential (age 55 plus restricted) condominium projects, (Cobblestone Estates and Masi Meadows) with more than sixty units are nearing the final stages of construction on Maple Street and River Street respectively.

During Fiscal Year 2003, construction permits amounted to \$14,500,000 in residential development with an additional \$5,950,000 in commercial and industrial construction. During Fiscal Year 2004, construction permits amounted to \$20,291,848 in residential development with an additional \$1,477,810 in commercial and industrial construction.

The local census will soon record the population of Middleton at, or above, 8,000 inhabitants, not including the inmates of the Essex County Jail. The 1980 federal census recorded only 4,173 residents. As you will note, it is only two decades later and Town Government is required to meet the needs of a population **twice** its previous size.

The highest growth areas are along North Main, Locust, East, and Peabody Streets. On East Street, two tax-exempt properties, formerly owned by the Wreath School and North Shore Jewish Community Center, have been conveyed to developers who are planning to construct twenty-two single family homes. Development of much of the remaining land on East Street between Locust and Peabody Streets will change the character of this area from rural to suburban. The Planning Board is working with the developers to improve the site distance at the intersection of East and Locust Streets.

A new 295-unit residential development on the North Andover and Middleton town line has begun construction. This will quickly impact traffic as soon there will be an average of more than 1500 vehicles per day traveling through the intersection of North Main Street and Sharpner Pond Road. Despite the requests of the Town of Middleton, the North Andover Board of Appeals did not compel the developer to install traffic signals as a condition of the permits. The heavier volume of traffic is expected to create a headache for Middleton and all other local residents residing near or traveling through this area. Further exacerbating the traffic flows here will be the planned construction of an ice arena to house youth sporting teams and programs on land leased to a developer by the Town of North Andover. This will be only a few hundred feet from this same intersection on Sharpner Pond Road.

If and when signals are sought for the intersection of Sharpner Pond Road and Route 114, the Town of Middleton will not have to pay for them as all of the intersection and apartment complex are completely within the boundaries of the Town of North Andover.

Also on North Main Street, all behind the Meritor School, a retail boat business, gymnasium, and self storage and warehouse were completed. A short distance north of this site, a Dunkin Donuts store and retail distribution center were completed. On property owned by Joseph DiGrazia off Sharpner Pond Road two industrial buildings and a basketball-training gymnasium were constructed.

Another mid-sized housing project has been permitted by the Board of Appeals for 42 units of age restricted (55 and up) condominiums on North Main Street northwest of Evergreen Estates on property owned by John Cullen Jr.

FINANCIAL CONDITION AND TOWN DEMOGRAPHICS

The financial condition and strength of a town government in Massachusetts is commonly measured by factors such as: level of free cash, indebtedness, property values, composition of job and tax base, local tax rate, extent and quality of municipal services, especially schools.

Free Cash and Indebtedness

The Town's free cash was certified at \$1,684,767 as of July 1, 2003 and subsequently at \$1,834,395 as of July 1, 2004. The Town uses approximately \$ 500,000 of free cash each year to fund a portion of the Capital Improvement Budget and a small amount to reduce the tax rate. Middleton's free cash (surplus) remains at a comfortable and safe level when compared to comparable communities in the Commonwealth. The Finance Committee is seeking to build a larger Stabilization Fund to finance capital improvements in the coming years.

The total long-term indebtedness at year-end on June 2004 was \$7,260,175. In addition to those amounts, Middleton's share of the Masconomet Regional School system at June 30, 2004 was \$8,227,100. The Town is subject to a dual debt limit under state law of 5% and (10% with approval of the State Emergency Finance Board) of the valuation of taxable property. As of June 30, 2004, the Town may issue approximately \$47,341,145 of additional debt service under the normal (5%) debt limit because total real and property valuation for Fiscal Year 2004 equals \$1,250,842,513.

The timing of the SBAB reimbursement to Middleton for its share of the Masconomet Regional School District's debt service is no longer a concern for additional projects soon to be undertaken by the Town. Such projects include the rehabilitation and expansion of the Flint Library, local school expansion and a new public safety complex. A one billion dollar state bond issue through the School Building Assistance Program will provide \$19,000,000 in grant funds to the Masconomet School District, which will eliminate the need for any additional permanent debt service for the new high school and middle school. A large decrease in the Masconomet debt service assessment for Fiscal Year 2005 reflected this anticipated grant reimbursement.

Tax Rate

The **Fiscal Year 2003** tax rate of **\$10.58 decreased** by 3.7% from the previous year's rate of \$11.06 and dropped further to **\$10.19 for Fiscal Year 2004**. However, assessed values grew by 7%-8% on average, so the typical taxpayer experienced a modest increase in property taxes from Fiscal Year 2003 to Fiscal Year 2004, primarily because commercial, industrial, and personal property values were stagnant. The non-residential property values have finally started to rise in Fiscal Year 2005 and the Selectmen voted not to assign a higher tax rate to business and industry in order to attract commercial development to help offset the costs associated with rapid residential growth.

Middleton's tax rate compares quite favorably within the region as the table below demonstrates. Middleton's residential tax rate is, on average, **23% lower** than neighboring communities. The business and commercial tax rate in Middleton is, on average, **35% lower** than neighboring communities. This means that if you owned a home with a \$500,000 valuation, you would pay \$935 more if you lived in Topsfield than in Middleton, \$1,165 more in Hamilton, \$465 more in North Reading, and \$665 more in North Andover. A business with a valuation of \$1,500,000 would pay anywhere from **\$510** more in taxes in Boxford to **\$17,460** more in Salem than in Middleton.

Ten Community (North Shore) Fiscal Year 2005 Property Tax Rates *

Town or City	Residential Rate	Commercial Rate	Two Rate Average	% Higher or Lower	Higher or Lower
Middleton	\$10.19	\$10.19	\$10.19		
Topsfield	\$12.06	\$12.06	\$12.06	18.35%	Higher
Danvers	\$10.28	\$15.79	\$13.04	27.92%	Higher
North Reading	\$11.12	\$11.12	\$11.12	9.13%	Higher
Salem	\$11.38	\$21.83	\$16.61	62.95%	Higher
Beverly	\$10.92	\$18.95	\$14.94	46.57%	Higher
Peabody	\$8.30	\$17.18	\$12.74	25.02%	Higher
North Andover	\$11.52	\$12.59	\$12.06	18.30%	Higher
Hamilton	\$12.52	\$12.52	\$12.52	22.87%	Higher
Boxford	\$10.53	\$10.53	\$10.53	3.34%	Higher
Ten Town Averages	\$10.88	\$14.28	\$12.58	23.44%	

** Higher than Middleton's combined rate of \$10.19*

Job Base, Economic Development and Property Values and Proposition 2-1/2 Overrides

According to the State Division of Training and Employment, there were more than 4,973 jobs in 301 establishments within the Town of Middleton as of August 2004. Unemployment was between 3.8% (compared to a 5.3% rate for the Commonwealth), with about 191 people within our labor force without a job. The largest segments of employers were manufacturing with 1,160 jobs, retail trade with 1,099 jobs, government (including the Essex County Jail) with 937 jobs, and services with 1,600 jobs. This diversification of local employment contributes to Middleton's economic strength.

Other job growth (primarily retail) has continued to occur along the North, and South Main Street development corridor.

The combined values of all property in Fiscal 2004 increased from \$1,125,865,595 to \$1,250,842,513. A record amount of **\$53,695,100** of the total property growth of \$63,586,770 was from residential development, another \$4,747,470 from personal property growth, and \$5,134,200 from commercial development. This increase and a revaluation of all properties pushed the total valuation of all property in Middleton to over 1.25 billion dollars. Unfortunately, most of the growth has come from residential development which now accounts for 83.8% of the tax base, a shift of another full percent from commercial to residential.

Recent studies have affirmed the fact that it costs the Town only about fifty cents of every dollar businesses pay in taxes to provide them municipal services. This is because businesses do not send children into local schools at a per pupil cost of more than \$6,900.



Proposition 2-1/2 Ballot Questions

There are many misconceptions about Proposition 2-1/2. The law was intended to give voters more opportunities to approve or veto spending for large local projects and as a control for the growth of municipal operating budgets funded by property taxes.

Since its adoption in 1979, some communities have routinely approved dozens of overrides while others have not placed an override question on a local ballot. Proposition 2-1/2 override votes must be approved in a two-part process by the local legislative body (town meeting, town or city council) and by the voters at a municipal election. Larger communities with significant debt service approved prior to the adoption of Proposition 2-1/2 in 1979 did not need to use the law to fund new debt service as long as the new debt levels did not exceed retiring principal and interest payments. Most smaller communities, like Middleton, did not have much, if any, debt at that time and did not have any debt service already built into the local budget. That is part of the reason there are many more override votes on the ballot in smaller communities.

Most fast growing communities do not have sufficient funds to pay for increased operating budget costs and the costs of new debt service for new schools and municipal buildings.

As the costs of newer schools and municipal facilities grow, there are increasingly more communities with the need to raise additional revenues to pay for them. Retiring debt service for a twenty-year bond issue for a new school built in the 1970's for three or four million dollars does not provide enough funds to pay for the mega-projects of today with price tags of ten times those amounts. This is why we neighboring communities no longer have the capacity to fund multi-million dollar school building projects within the fiscal constraints of Proposition 2-1/2, (without cutting deeply into the annual operating budgets of town and school systems).

The placement of a question on a ballot for a Proposition 2-1/2 Override Vote should not be viewed as a positive or negative sign, or a measure of the condition of a local government's finances. Initiated by a petition through Citizens for Limited Taxation, Proposition 2-1/2 is merely a mechanism to insure broad based citizen support for any large increases in local spending and property taxation. In fact, the original law was amended a few years ago to provide an "under-ride" mechanism for those wishing to reduce their local property taxes from current levels. Negative stigmas associated with the placement of a Proposition 2-1/2 override vote on the ballot have made it more difficult for the law to work in the manner it was intended.

Wall Street bonding companies that rate municipal government fiscal capacity, like Moody's and Standard and Poor's, routinely give communities that have successfully overridden Proposition 2-1/2 higher ratings when issuing new debt. They view an override vote as adding to the capacity of a town or city to pay off debt service on time without defaulting.

How does Middleton compare to statewide trends regarding number of override votes on the ballot and percentage of those passing and failing? The answer is about average. Over the past eight years, Middleton has placed twenty-three various overrides on the ballot with about 35% passing and 65% failing. Voters have approved \$604,993 in operating budget overrides, a 1% CPA surcharge and rejected an additional \$1,273,894 in operating budget overrides. Debt service overrides have resulted in about the same approval and failure rate.

The conclusion drawn from this history of override votes clearly shows Proposition 2-1/2 laws are working in the Town of Middleton. Voters approve spending when they wish to pay for additional services or facilities and simply reject them when they choose not to fund them.

PUBLIC IMPROVEMENTS AND OPEN SPACE PRESERVATION

Many important construction projects and roadway improvements are under way or in various stages of plan development. Here is the status of some of the larger ones.

Local School Building Committee

After more than a year and one half of work, this Committee presented the Fall 2002 Special Town Meeting with a plan to build a new school on recently acquired property off Locust Street. Many options were examined in great depth in anticipation of the elementary school enrollment growth expected over the next ten years. The Committee did not recommend the permanent retention of the Howe-Manning School. This is due to the estimated cost of additional repairs to maintain the building as a functioning school that meets modern day building code and classroom standards. The school's septic system was repaired during the summer of 2004 at a cost of \$235,000. At the Howe-Manning School millions of dollars in HVAC, roof replacement, and interior repairs are still needed. Additional repairs will not be undertaken on the roofs and HVAC systems until the Town decides how long it will retain Howe-Manning as a school.

Committee members projected local elementary enrollment to increase from 723 to an additional 140 to 175 students in eight years (2011), thus resulting in the need for up to ten to twelve additional classrooms. With residential growth continuing at a steady 40-50 single family homes per year, this projection could be conservative as an additional 500 homes could be added by that year. A Special Town Meeting in October of 2002 rejected the request for \$700,000 in design funds for the new school with concerns raised over the total cost of the new school, state building grant funding delays, the school's timing and need, and the planned decommissioning of the Howe-Manning School. The Committee is now re-examining space options to build and supply the necessary classrooms in time for the additional students.

Essex/Forest/North Main Street Signals and Intersection Reconstruction

The Massachusetts Highway Department has approved the final design plans for signaling and reconstructing this dangerous intersection. The State Highway Department completed many property conveyances to provide sufficient publicly owned land on which to build the new sidewalks, roadways and drainage. State and federal grant funds will pay for all improvements and property acquisitions estimated to cost \$2,300,000.

Following a meeting in Boston with top highway state officials and key legislators, this project is slated to be advertised and bid in the spring of 2005. The State Highway Department's 5-Year Transportation Improvement Plan had pushed the start of this project back to 2007 at the earliest, *but the Town was able to reverse that decision.* The Town acquired in behalf of the State a small strip of land at the intersection of Essex and North Main to prevent the project from lagging behind the planned schedule. Residents are encouraged to maintain the pressure on the Governor's Office, state officials, and local legislative representatives to keep this project moving ahead.

Soccer Field Construction

The State Receiver of the Rubchinuk Landfill on East Street constructed a full sized soccer field next to the capped landfill and authorized it to be used by the Town. Town officials are working with the State Receiver to install an irrigation system. This field will insure that the Town has adequate space for its rapidly expanding youth soccer programs. The Selectmen are conducting on-going negotiations with the State Receiver to consider the use of additional land adjacent to the soccer field parking lot for development of new athletics fields and facilities.



River Street Reconstruction

The Town is still waiting to receive funding of a grant for improved access to the Transfer Station. This \$250,000 grant will pay for the repaving of the Transfer Station Access Road (Natsue Way), new drainage and possibly sidewalks along the first section of River Street from Route 114 to Natsue Way.

Most town roads were laid out as 40 to 50 foot right-of-ways, although River Street is less than 35 feet wide. Part of these funds would have to be used to acquire the necessary road width to install this first section of sidewalk.

Flint Library

After a long and competitive application process, the Town was notified of a grant award in January of 2004 from the Massachusetts Board of Library Commissioners for the Flint Library expansion project in the amount of \$2,400,000. The Town now has sixteen months through May 2005 to decide if it wants to move forward with the expansion and reconstruction of the Library.

The Flint Library Building Committee has used the time to work on plans for expanded parking, environmental and site plan issues, and overall community support. If the Town does not move ahead with the expansion and reconstruction, the Flint Library Trustees will ask voters to address more than an estimated million dollars in long-term maintenance issues within the building including the roof, heating and cooling systems, foundation and exterior brick repairs, handicapped access, and interior structural repairs.

Fire Station/Police Station Expansion

A study committee appointed by the Board of Selectmen with the charge of making recommendations on the feasibility of building a new combined public safety building to accommodate the growing needs of the fire and police departments did not meet in 2003 and 2004 mainly due to tight economic conditions. This Committee is also charged with examining potential sites within the center of the Town that would meet the needs of a combined public safety building or a relocated fire station. Feedback received by the Board of Selectmen, after plans to expand the Fire Station at its current location were rejected, indicated an interest in moving the Fire Station into either a combined new facility or a separate more spacious lot with adequate parking, access, and room for expansion.

Masconomet School Expansion and Renovation



Construction and funding for this \$54 million dollar project were approved at the 1999 Annual Town Meetings. By the fall of 2003, both the Middle School and High Schools were open and fully functional. The financing of long-term bonds has come at a unique time for the taxpayers with municipal bond rates at or near historic lows. Reimbursement from the State's School Building Assistance Bureau has been secured through passage of the new school bond bill. This bill will provide \$19,000,000 to the district in February of 2005. While it was previously reported that the project is on schedule and within budget, lack of fiscal oversight by the previous Masconomet administration resulted in unbudgeted change orders. This resulted in a lack of funds to complete some of the exterior finish work on landscaping and the parking lots. Despite this relatively small problem, the volunteers on the Building Committee, each of whom donated hundreds of hours over the last five years, should be congratulated for providing an outstanding new school that students, staff, and residents within the Masconomet School District will greatly enjoy for decades to come.

Open Space and Municipal Land Acquisitions

The Town, through the Conservation Commission, is continuing efforts to acquire land for wetlands and open space preservation, one of which is contiguous to Punchard's Brook within the new Rolling Meadows Subdivision on Blais Farm Road. Discussions are also underway for a third parcel of about 20 acres near Boston Brook. Discussions with the Chatham Development Trustees (who received approval for an eleven lot cluster residential development off the end of Mill Street), resulted in a donation of 20 acres of wetland next to Boston Brook, behind the second oldest residence in Middleton.

Water Supply Expansion and Overly Restrictive New State Regulations

The withdrawal of further water from the Ipswich River Watershed, to serve the joint water supply of the towns of Danvers and Middleton, will be strictly prohibited by the State Department of Environmental Protection. The purchase of additional supply from nearby systems is not a viable option at this time.

Middleton and Danvers have appealed the State Department of Environment's issuance of the new ten year Water Withdrawal Permits under the State Water Management Act and are working on details now.

Since the entire Town of Middleton lies within the Ipswich River Watershed Basin, the DEP seeks to prohibit the withdrawal of further water from any above or below ground water source anywhere in Middleton, regardless of whether the water being sought to augment the water supply for the two towns actually flows into or near the Ipswich River. The State has also mandated that the Town of Middleton control the development and use of private wells and water supplies under the same premise.

The Towns have implemented an aggressive conservation program to reduce consumption wherever possible. Middleton will propose water irrigation and conservation bylaws to the 2005 Annual Town Meeting.

Northeast Maritimes Natural Gas Pipeline Plans

Work was completed on the Northeast Maritimes Company's 30" diameter natural gas pipeline through the entire length of the community through an electrical corridor owned by New England Power Company. Approximately 5.7 miles of pipeline now runs through Middleton, beginning at the New England Power Company easement and running southerly through or around the Emerson Brook Reservoir, then running southerly along the North Reading Middleton town line, and finally then continuing across Boston and River Streets into Peabody.

The pipeline was directionally drilled 70 feet under the Reservoir crossing, beginning in the vicinity of 195 North Main Street about 600 feet north of Lake Street extension, and crossing Forest Street into the wooded area towards Middleton Pond. Large noise abatement tents were erected to minimize the continual noise from the directional drilling.

The Town negotiated a payment of \$295,000 from the company for easements over town owned lands and road crossings. This money was placed in the town's surplus account, which will help fund important portions of the next few capital budgets and pay for safety training within our fire department for responses to pipeline issues. An assessment valuation of \$20,000,000 on the pipeline was set by the State Department of Revenue that will allow the Town to bill Northeast Maritimes for annual property taxes of \$213,000.

Northeast Maritimes also dismantled a large staging area behind Middleton Aerospace out of which hundreds of employees and dozens of pieces of heavy equipment and pipe were shuttled to construction sites along the path of the pipeline throughout the North Shore.

Keyspan (formerly Boston Gas) Expands in Northern Middleton

After the imposition of strict construction guidelines by the Board of Selectmen, Keyspan installed more than two miles of new residential and commercial service natural gas lines along North Main, Essex, and School Streets. Middleton residents and businesses in these areas now have another choice of fuel for their heating, cooling and commercial needs. The company made repairs to trenches in the road shoulders and where the pipeline was installed under the traveled way. The Assessors report that the new gas lines represent more than \$1,500,000 in additional property valuation expected to yield about \$17,000 in taxes in Fiscal Year 2004.

Keyspan continues to extend service to the outlying neighborhoods of the Town, particularly in the northern half of Middleton.

Community Preservation Act

By a wide margin at the Annual Town Election in May 2004, voters approved the adoption of the Community Preservation Act at a 1% assessment rate. Funds raised locally will be matched by the State on a dollar-for-dollar ratio (at the current time) and must be used to purchase open space, preserve historic buildings and landscapes, and create affordable housing. The Town's first purchase of open space using this resource was completed in December 2004. The Town purchased from Thomas and Virginia Hagen a 1.5-acre parcel on Maple Street to extend the Town Common behind Memorial Hall.

Other Administrative Business

The Board of Selectmen held and attended bi-weekly meetings to approve the weekly bills, resolve citizen complaints, conduct license and permit hearings, and review and formulate the municipal budget and all policy matters. In addition, joint meetings were held with the Finance Committee, all three School Committees, Master Plan Committee, Conservation Commission, School Building Advisory Committee, Library Building Advisory Committee, and Recreation Commission to work on issues of mutual concern and interest.

Representatives of the Board of Selectmen attended meetings of and participated in the Essex Agricultural and North Shore Technical School Merger Study Committee, Water Advisory Committee, Essex County Selectmen's Association, Masconomet School Building Committee, Annual Meeting of the Massachusetts Municipal Association, Masconomet Budget Committee, Traffic and Sidewalk Safety Committee, Master Plan Committee, and Children's School Space Study Committee.

Some of the most time consuming and noteworthy activities of the Board of Selectmen and the Town Administrator during the years 2003 and 2004 included:

- ✓ Held numerous special meetings to review the Fiscal Year 2004 and 2005 Budget and Capital Improvement Plan, including six Saturday sessions.
- ✓ Placed a Historic Property Demolition Delay Bylaw on the Special Town Meeting Warrant which was enacted by the Town on October 29, 2002.
- ✓ Denied an alcoholic beverage license for beer and wine sales to Bursaw Oil Company doing business as Fast Freddie's at 265 South Main Street.
- ✓ Approved numerous harmonious development hearings for commercial and industrial developments along South and North Main Streets.
- ✓ Negotiated a TIF (Tax Increment Financing Agreement) with Warren Kelley and Baert Marine to provide local property tax incentives to preserve the historic Jacob Fuller homestead at 100 South Main Street and make it a centerpiece of the new retail complex to be constructed on that parcel.

- ✓ Administered the eleventh and twelfth years of an Essex Home Consortium Grant Program with federal funds. This program awards loans to low and moderate income homeowners to make life safety code repairs to their properties.
- ✓ Administered the third and fourth years of a \$200,000 State Septic Improvement Loan Program to loan homeowners funds to bring their septic systems in compliance with Title Five and reduce groundwater pollution to nearby streams, rivers, and ponds.
- ✓ Attended meetings of the Essex County Selectmen's Association. The interaction with area Selectmen allows Board members to compare neighboring community services and policies.
- ✓ The Town Administrator served as a member of the Board of Directors of the Massachusetts Interlocal Insurance Association that provides all types of insurance to Middleton and more than 300 municipalities across the Commonwealth. MIIA's innovative credits for effective loss control and promotion of employee health are key components of keeping the costs of insurance reasonable and manageable.
- ✓ Met with new State Representatives Bradford Jones and Bradley Hill and State Senator Bruce Tarr to support legislation in the best interest of the Town. Middleton was split into two legislative districts and all three individuals continue to show great interest in our community and have been extremely responsive to Middleton's needs and issues.
- ✓ Developed a traffic calming plan which was installed on Washington and Central Streets in response to a citizen's petition and the increasing speed and volume of traffic in this area.
- ✓ Negotiated collective bargaining contracts for labor unions, striking a balance between paying productive town employees fair and livable wages, while not burdening taxpayers with excessive settlement costs.
- ✓ Supported and co-sponsored the establishment of an Affordable Housing Study Committee through insertion of a Town Meeting Warrant Article.
- ✓ Maintained a bond rating of "AA" from Wall Street's Moody's Investors Rating Service.
- ✓ Conducted a special ceremony on May 20, 2003 to honor the military service of Phyllis Pope and Reverend John McDonough.
- ✓ Conducted an extensive search for a new Inspector of Town Buildings and Zoning Enforcement Officer resulting in the appointment of David Vines who previously served the Town of Ipswich as a Local Building Inspector.
- ✓ Appointed a seven-person committee to screen applicants for the vacancy created by the retirement of long-time Town Accountant Bob Murphy and appointed Andrew Vanni as the new Town Accountant. Mr. Vanni possesses a BS in Accounting and a Masters Degree in Taxation and previously worked for the Town of Bolton, Massachusetts and the Raytheon Company.
- ✓ Worked with property owners on Village Road to formulate a plan to bring this private way up to town standards for eventual Town Meeting acceptance. This is an area where there are a number of businesses and residences on a busy thoroughfare that also serves as an access roadway to Route 1 and North Shore Community College. Developers and property owners agreed to spend more than \$600,000 of their own funds to reconstruct and repave this street for presentation to the 2005 Annual Town Meeting.

As I begin my twenty-third year as Town Administrator, I extend my sincere thanks and deep appreciation to the Board of Selectmen, my Administrative Secretary Donna Innis, department heads, employees, committee chairpersons, and residents of Middleton for their support, advice, ideas and, as always, good guidance.

It is with sincere sadness that we acknowledge the deaths of former town employees and officials, colleagues, and friends of the Town; Rita LeBlanc, Albert Young, Henry and Patricia Bouchard, Marcella Rubchinuk, Dean Luscomb, Jerome M. Magnifico Jr., Andrea Newhall, Robert Twombly, and Laura Tyler.

It continues to be a pleasure to work with the many Middleton people who unselfishly contribute so much to the well being of this outstanding community.

Ira S. Singer
Town Administrator
In Behalf of the Board of Selectmen {Fiscal Years 2003 and 2004}

Nancy M. Jones,	Chairperson {Fiscal Year 2003}
Timothy P. Houten,	Chairperson {Fiscal Year 2004}
William R. Mugford	
Joseph E. Pascucci	
Richard W. Kassiotis	



APPOINTED TOWN OFFICIALS

(as of 12/29/04)

Appointed '03

Town Administrator
Ira S. Singer 2006

Town Accountant
Custodian of Town Lands
Robert F. Murphy 2005

Treasurer/Collector
Charles W. Newhall 2005

Town Counsel
Segal, Edelstein, Bussone & Fallon 2006

Assistant Assessor
Bradford W. Swanson 2004

Administrative Assessor
Laura-Lee Lanzo 2004

Assistant Town Clerk
Kathryn Brochu 2005

Chief of the Fire Department
Forest Warden
Emergency Management Director
David T. Leary, Sr.

Assistant Emergency Management Director
George W. Nash 2004

Chief of Police
Paul Armitage

Superintendent of Schools
Bernard F. Creeden, Ed.D.

Inspector of Buildings
Fence Viewer & A.D.A. Officer
David L. Vines

Zoning Enforcement Officer
David L. Vines

Local Building Inspector
Robert M. Aldenberg 2004

Alternate Building Inspector
William F. Cashman 2004

Health Agent and Sanitarian
Conservation Commission Administrator
Hazard Waste Coordinator
Leo J. Cormier 2004

Assistant Health Agent
Colleen Pelley

Youth Access to Tobacco Inspectors
Diane Pickles
Ron Beauregard
Nancy Smith

Plumbing and Gas Inspector
William A. Smith 2004

Inspector of Wires
James Carbone 2004

Alternate Inspector of Wires
James Evans 2004

Town Librarian
Adele Carter

Superintendent of Public Works
Superintendent of Insect Pest Control
Robert Hoffman 2005

Animal Control Officer
Dog Officer and Inspector of Animals
Elizabeth L. Heckman 2004

Superintendent of Burials
Florence M. Leary 2004

Veterans' Agent
Theodore H. Butler 2004

Executive Director of the
Middleton Housing Authority
Kathleen A. Thurston

Executive Director of the
Council on Aging
Susan J. Gannon

Manager of the Middleton
Electric Light Department
Mark Kelley

**North Shore Regional Vocational
School District Representative**

James Vining 2005

**Representative to the
Metropolitan Area Planning Council**

Richard W. Kassiotis

**Representative to the Ipswich River
Watershed District Advisory Board**

William Mugford 2004

**Representative to the Boxford
State Forest Advisory Board**

Vacancy

**Representative to the Harold Parker
State Forest Advisory Board**

Warren A. Haas, Jr.

**Liaison Representative to the
South Essex Sewerage District**

Vacancy

Board of Health



John LeBlanc	2004
George Demeritt	2005
Robert W. Ambrefe	2005
Paul LeBlanc	2006
Jennifer Wlos Fasciano	2006

Finance Committee

Steven A. Cocciardi	2004
Robert Twombly	2004
John Erickson	2005
Jill Mann	2005
Gordon S. Borek	2005
Antonio Pascuccio	2006
George E. Dow, Sr.	2006

Scholarship Committee



Mary C. Hocter	2004
Shirley A. Murphy	2004
Alice Tierney	2004
Donna Butler	2004

Board of Appeals

Stuart H. Lord, Jr.	2004
Jack Leitner	2005
Jeffrey D. Schreiber	2005
Stephen R. Brickett	2006
Lynn M. Murphy	2008
Ann Tragert Cote (alt.)	2008
Vacancy (Alt.)	2008

Registrars of Voters

Nancy L. Karolides	2004
James V. Hannon, Jr.	2006
Mary C. Hocter	2006
Sarah B. George	(Ex Officio)



Conservation Commission

Sally McDonald	2004
Gertrude M. Dearborn	2004
Ann L. Delmarsh	2005
Domenic Centofanti	2005
Dennis Milotzky	2006



**Conservation Commission
Assistant Administrator**

W. Pike Messenger	2004
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Memorial Day Committee

Donna Innis	
Theodore Butler	
James Karolides	2005
Scott Saulnier	2005
Kenneth LeColst	2005
Douglas LeColst	2006

Cultural Council

Ann Penn	2004
Christine Picillo	2004
Lorraine R. Tonello	2004
Elizabeth Wetmore	2004
Patricia Diskes	2005
Michelle Shamon	2005
Frances Novakowski	2005
Natalie Semenza	2005
Kathleen Miksis	2005
Samantha Penn	2006
Susan Fisher	2006
Kathy Whiton	2006



Council on Aging

Shirlee C. Amerena	2004
Charlotte Shipley	2004
Lois LeMay (Alt.)	2004
Mary C. Hocter	2005
Gertrude Dearborn	2005
Ethel E. Lee	2006
Kathryn N. Martinuk	2006
Elizabeth Racine	2006

Recreation Commission

Sonja Nathan (alt.)	2004
Amie Galuszewski (alt.)	2004
Anthony Heath (alt.)	2004
Janet Twing	2004
Gary L'Abbe	2004
Steven Jesi	2006
Michele Nowak	2006
Kevin Noyes	2006



Historical Commission

John Goodwin	2004
Mary T. Tragert	2004
Robert W. Fox	2005
William Mugford	2005
Scott Saulnier	2006

Master Plan Committee

Timothy P. Houten	2004
Francis Masse	2004
Robert Murphy	2004
Kosta Prentakis	2005
Steven Weitzler	2005
Carl Toumayan	2005
Paul Richardson	2006
John Erickson	2006
Barbara Jesi	2006

Solid Waste Study and Town Recycling Committee

Leo J. Cormier	2005
Robert Hoffman	2005
Nancy M. Jones	2005
William Mugford	2005
Ira S. Singer	2005
Charles Newhall	2005
Robert Porteous	2005



Affordable Housing Committee

Kathleen A. Thurston	(Ex Officio)
Judy Gallerie	2005
Diane McGowan	2005
Faith Anderson Stone	2005
Virginia Browder	2005
Philip Riley	2005
John B. Olmstead	2005
Gregory Story	2005
David Reynolds	2005

Jail Liaison Committee



Selectmen's Rep	2004
Finance Committee Rep	2004
Ira S. Singer, Town Administrator	2004
David T. Leary, Sr., Fire Chief	2004
Paul Armitage, Police Chief	2004
Henry P. Beuparlant, Neighborhood Rep.	2004
Lisa Curran, Neighborhood Rep.	2004
John Goodwin, Citizen-At-Large	2004
Barbara A. Piselli, Citizen-At-Large	2005
Francis J. Leary Jr., Citizen-At-Large	2005
Lynda A. Ferren, Citizen-At-Large	2005

Masconomet Regional School Building Committee

Richard Kassiotis

Water Advisory Committee

David T. Leary, Sr., Fire Chief
Ira S. Singer, Town Administrator
Nancy M. Jones, Selectmen's Rep.
Planning Board Representative
Robert Hoffman, Supt. of DPW
Leo J. Cormier, Health Agent



Danvers/Middleton Water Study Task Force

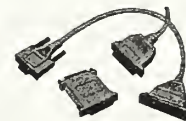
Nancy Jones 2005

Danvers State Hospital Reuse Planning Committee

Richard Kassiotis George E. Dow, Sr.

Cable Advisory Committee

Robert D. Twombly	2004
Ira S. Singer	2004
Alfonso Longo	2004
Gimmie Sue Valacer	2004
Sylvia Tremblay	2004



Sidewalk and Traffic Safety Committee

Robert Hoffman	2005
Kenneth Gibbons	2005
Ira S. Singer	2005
Paul F. Armitage	2005
David T. Leary, Sr.	2005
Susan J. Gannon	2005
Francis Masse	2005
Steven Weitzler	2005
William Mugford	2005
Robert Twombly	2005



Municipal Property Tax Relief Committee

Susan Gannon	2005
Richard Kassiotis	2005
Charles W. Newhall	2005
Kosta Prentakis	2005

Elementary School Building Committee

Robert Porteous	2005
Richard White	2005
John Montrone	2005
Timothy P. Houten	2005
Jack Leitner	2005
Barbara Jesi	2005
Robert Twombly	2005
Elizabeth Barkowski-Fidias	2005
Robert Murphy	2005
Ira S. Singer	2005
Dr. Malveena Baxter (Ex Officio)	2005
Dr. Bernard Creedon (Ex Officio)	2005
Michelle Fitzpatrick (Ex Officio)	2005



Flint Public Library Building Study Committee

Brandon Toropov	2003
Mary Tragert Toropov	2003
Lynn Wilkes	2003
Mary Ann Erickson	2005
Gertrude Dearborn	2005
Lois Gianni	2005
Irene Kastrinakis	2005
Christine Lindberg	2005
Adele Carter	2005
Ira S. Singer (Ex Officio)	2005

Public Safety Building Study Committee

Paul F. Armitage	2005
James DeGianvittorio	2005
Robert Currier	2005
Nancy M. Jones	2005
David T. Leary, Sr.	2005
Ira S. Singe (Ex Officio)	2005
Jack Leitner	2005
Frank Masse	2005
George W. Nash	2005
Robert Twombly	2005
Frank Twiss	2005
Brent Wilkes	2005

By-law Review Committee

Robert M. Aldenberg	2005
Sally MacDonald Butler	2005
Robert Ambrefe	2005
Master Plan Comm. Rep.	2005
Lynn Murphy	2005
David Vines (Ex Officio)	2005
Sarah B. George (Ex Officio)	2005
Timothy Houten	2005
David Daniels	2005
Roberta Schreiber	2005
Jeffrey Schreiber	2005

Howe-Manning Playground Advisory Committee (Work Completed in FY '04)

Gary L'Abbe	2004
Steven Jesi	2004
Scott Saulnier	2004
Karen Leitner	2004
Jennifer Estabrooks	2004
Jack Leitner	2004
Nancy Jones	2004



Appointed '04

Town Administrator	
Ira S. Singer	2006
Town Accountant	
Custodian of Town Lands	
Andrew Vanni	2006
Treasurer/Collector	
Charles W. Newhall	2005
Town Counsel	
Segal, Edelstein, Bussone & Fallon	2006
Assistant Assessor	
Bradford W. Swanson	2005
Administrative Assessor	
Laura-Lee Lanzo	2005
Assistant Town Clerk	
Kathryn Brochu	2005
Chief of the Fire Department	
Forest Warden	
Emergency Management Director	
David T. Leary, Sr.	
Assistant Emergency Management Director	
George W. Nash	2005
Chief of Police	
Paul Armitage	
Superintendent of Schools	
Bernard F. Creeden, Ed.D.	
Interim Inspector of Buildings	
Fence Viewer & A.D.A. Officer	
Robert M. Aldenberg	
Zoning Enforcement Officer	
Vacancy	
Local Building Inspector	
Robert M. Aldenberg	2005
Alternate Building Inspector	
Vacancy	
Health Agent and Sanitarian	
Conservation Commission Administrator	
Hazard Waste Coordinator	
Leo J. Cormier	2005
Assistant Health Agent	
Colleen Pelley	

Youth Access to Tobacco Inspectors

Diane Pickles Ron Beauregard
Nancy Smith

Plumbing and Gas Inspector	
William A. Smith	2005
Inspector of Wires	
James Carbone	2005
Alternate Inspector of Wires	
James Evans	2005
Town Librarian	
Adele Carter	
Superintendent of Public Works	
Superintendent of Insect Pest Control	
Robert Hoffman	2005
Animal Control Officer	
Dog Officer and Inspector of Animals	
Elizabeth L. Heckman	2005
Superintendent of Burials	
Florence M. Leary	2005
Veterans' Agent	
Theodore H. Butler	2005
Executive Director of the Middleton Housing Authority	
Kathleen A. Thurston	
Executive Director of the Council on Aging	
Susan J. Gannon	
Manager of the Middleton Electric Light Department	
Mark Kelley	
North Shore Regional Vocational School District Representative	
Ellen Weitzler	2007
Representative to the Metropolitan Area Planning Council	
Richard W. Kassiotis	
Representative to the Ipswich River Watershed District Advisory Board	
William Mugford	2006
Representative to the Boxford State Forest Advisory Board	
Matthew W. Pride	

**Representative to the Harold Parker
State Forest Advisory Board**

Warren A. Haas, Jr.

**Liaison Representative to the
South Essex Sewerage District**

Vacancy

Board of Health

George Demeritt	2005
Robert W. Ambrefe	2005
Paul LeBlanc	2006
Jennifer Wlos Fasciano	2006
Vacancy	2007

Finance Committee

John Erickson	2005
Jill Mann	2005
Vacancy	2005
John Mahoney	2006
George E. Dow, Sr.	2006
Robert Porteous	2007
Steven A. Cocciardi	2007

Scholarship Committee

Alice Tierney	2006
Mary C. Hocter	2006
Shirley A. Murphy	2006
Vacancy	2006

Board of Appeals

Ann Tragert Cote (alt.)	2005
Jack Leitner	2005
Jeffrey D. Schreiber	2005
Stephen R. Brickett	2006
Lynn M. Murphy	2008
Nicholas A. Yebba	2009

Registrars of Voters

James V. Hannon, Jr.	2005
Mary C. Hocter	2006
Nancy L. Karolides	2007
Sarah B. George	(Ex Officio)

Conservation Commission

Ann L. Delmarsh	2005
Domenic Centofanti	2005
Dennis Milotzky	2006
Sally Butler	2007
Gertrude M. Dearborn	2007

**Conservation Commission
Assistant Administrator**

W. Pike Messenger

2005



**Memorial
Day
Committee**

Donna Innis	
Theodore Butler	
James Karolides	2005
Scott Saulnier	2005
Kenneth LeColst	2005
Douglas LeColst	2006

Cultural Council

Patricia Diskes	2005
Michelle Shamon	2005
Frances Novakowski	2005
Natalie Semenza	2005
Kathleen Miksis	2005
Samantha Penn	2006
Susan Fisher	2006
Kathy Whiton	2006
Ann Penn	2006
Christine Picillo	2006
Lorraine R. Tonello	2006
Elizabeth Wetmore	2006



Council on Aging

Dorothea Faulkner (alt.)	2005
Mary C. Hocter	2005
Gertrude Dearborn	2005
Ethel E. Lee	2006
Kathryn N. Martinuk	2006
Elizabeth Racine	2006
Shirlee C. Amerena	2007
Charlotte Shipley	2007
Lois LeMay	2008
Francis J. Leary, Jr.	2009

Recreation Commission

Sonja Nathan (alt.)	2005
Anthony Heath (alt.)	2005
Steven Jesi	2006
Michele Nowak	2006
Kevin Noyes	2006
Gary L'Abbe	2007
Amie Galuszewski	2007

Historical Commission

Robert W. Fox	2005
William Mugford	2005
Scott Saulnier	2006
Robert E. Kelley	2007
Mary T. Tragert	2007



Master Plan Committee

Francis Masse	2004
Kosta Prentakis	2005
Steven Weitzler	2005
Carl Toumayan	2005
Paul Richardson	2006
Robert Murphy	2007
Timothy P. Houten	2007
Jayne Alfano	2007

Solid Waste Study and Town Recycling Committee

Leo J. Cormier	2005
Robert Hoffman	2005
Nancy M. Jones	2005
William Mugford	2005
Ira S. Singer	2005
Charles Newhall	2005
Robert Porteous	2005



Affordable Housing Committee

Kathleen A. Thurston	(Ex Officio)
Judy Gallerie	2005
Diane McGowan	2005
Faith Anderson Stone	2005
Virginia Browder	2005
Philip Riley	2005
John B. Olmstead	2005
Gregory Story	2005
David Reynolds	2005

Jail Liaison Committee

Selectmen's Rep	2004
Finance Committee Rep	2004
Francis J. Leary Jr., Citizen-At-Large	2005
Lynda A. Ferren, Citizen-At-Large	2005
Barbara A. Piselli, Citizen-At-Large	2005
John Goodwin, Citizen-At-Large	2006
Henry P. Beauparlant, Neighborhood Rep.	2006
Lisa Curran, Neighborhood Rep.	2006
David T. Leary, Sr., Fire Chief	2006
Ira S. Singer, Town Administrator	2006
Paul Armitage, Police Chief	2006

Masconomet Regional School Building Committee

Richard Kassiotis



Water Advisory Committee

David T. Leary, Sr., Fire Chief
Ira S. Singer, Town Administrator
Nancy M. Jones, Selectmen's Rep.
Planning Board Representative
Robert Hoffman, Supt. of DPW
Leo J. Cormier, Health Agent

Danvers/Middleton Water Study Task Force

Nancy Jones 2005

Danvers State Hospital Reuse Planning Committee

Richard Kassiotis
George E. Dow, Sr.

Cable Advisory Committee

Robert D. Twombly	2004
Ira S. Singer	2006
Alfonso Longo	2006
Gimmie Sue Valacer	2006
Sylvia Tremblay	2006



Sidewalk and Traffic Safety Committee

Robert Hoffman	2005
Kenneth Gibbons	2005
Ira S. Singer	2005
Paul F. Armitage	2005
David T. Leary, Sr.	2005
Susan J. Gannon	2005
Francis Masse	2005
Steven Weitzler	2005
William Mugford	2005



Municipal Property Tax Relief Committee

Susan Gannon	2005
Richard Kassiotis	2005
Charles W. Newhall	2005
Kosta Prentakis	2005

Elementary School Building Committee

Robert Porteous	2005
Richard White	2005
John Montrone	2005
Timothy P. Houten	2005
Jack Leitner	2005
Barbara Jesi	2005
Robert Twombly	2005
Elizabeth Barkowski-Fidias	2005
Robert Murphy	2005
Ira S. Singer	2005
Dr. Malveena Baxter (Ex Officio)	2005
Dr. Bernard Creedon (Ex Officio)	2005
Michelle Fitzpatrick (Ex Officio)	2005



Flint Public Library Building Study Committee

Mary Ann Erickson	2006
Adele Carter	2006
Ira S. Singer (Ex Officio)	2006
Matt Connors	2006
George E. Dow, Sr.	2006
Lois Gianni	2006
Melissa Sheriff (alt.)	2006
Roger LeMay	2006
Frank Twiss	2006
Susan Zackon	2006
Gertrude Dearborn	2006

Public Safety Building Study Committee

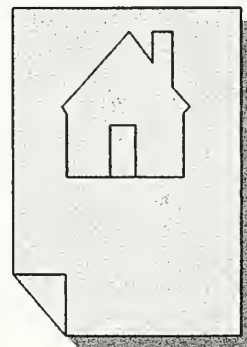
Paul F. Armitage	2005
James DeGianvittorio	2005
Nancy M. Jones	2005
David T. Leary, Sr.	2005
Jack Leitner	2005
Frank Masse	2005
George W. Nash	2005
Robert Twombly	2005
Frank Twiss	2005
Brent Wilkes	2005
Robert Currier	2005
Michael Fair	2005

By-law Review Committee

Robert M. Aldenberg	2005
Sally MacDonald Butler	2005
Robert Ambrefe	2005
Master Plan Comm. Rep.	2005
Lynn Murphy	2005
David Vines (Ex Officio)	2005
Sarah B. George (Ex Officio)	2005

Community Preservation Committee (Formed in FY '04)

Robert Porteous	2007
Timothy P. Houten	2007
Ann Delmarsh	2007
Diane McGowan	2008
Kosta Prentakis	2008
Mary Tragert	2008
Christine Lindberg	2009
Robert Murphy	2009
Maryanne Erickson	2009



TOWN OFFICIALS ELECTED – 2003

MODERATOR

Henry A. Tragert	2004
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TOWN CLERK

Sarah B. George	2005
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SELECTMEN

Joseph E. Pascucci	2004
Timothy P. Houten	2004
Richard W. Kassiotis	2005
Nancy M. Jones	2006
William R. Mugford	2006

CONSTABLE

Robert M. Aldenberg	2004
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BOARD OF ASSESSORS

Patricia A. Ohlson	2004
Kosta E. Prentakis	2005
Deborah J. Carbone	2006

SCHOOL COMMITTEE

Carol Bailey	2004
Jeffrey I. Apfelstein	2005
Richard J. White, Jr.	2005
Jack Leitner	2006
Stephen R. Brickett	2006

REGIONAL SCHOOL COMMITTEE

Susan M. Richardson	2004
Betsy McGinnity	2005
Diane Haas	2005
Ralph Osgood	2006

PLANNING BOARD

Harry W. Mathews	2004
David T. Leary, Sr.	2005
Christine Lindberg	2006
Robert M. Aldenberg	2007
Steven M. Weitzler	2008

ELECTRIC LIGHT COMMISSIONERS

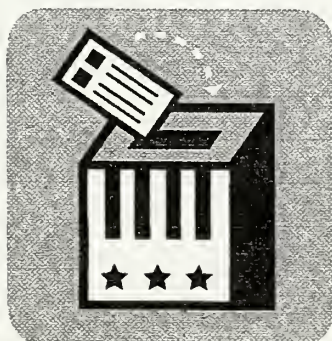
Charles S. Clinch, III	2004
A. David Lenzie	2005
Kevin J. Kiley	2005
Richard W. Kassiotis	2006
James W. Kelley	2006

LIBRARY TRUSTEES

Sonja E. Nathan	2004
Mary Ann Erickson	2005
Mary P. Tragert-Toropov	2005
Lois Lane Gianni	2006
Brenda Kirwan	2006

HOUSING AUTHORITY

Charles M. Collier	2004
James Hannon (State apptd.)	2005
Faith Anderson Stone	2005
Diane H. McGowan	2006
Judy Gallerie	2007



TOWN OFFICIALS ELECTED - 2004



MODERATOR

Henry A. Tragert	2005
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TOWN CLERK

Sarah B. George	2005
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SELECTMEN

Richard W. Kassiotis	2005
Nancy M. Jones	2006
William R. Mugford	2006
Joseph E. Pascucci	2007
Timothy P. Houten	2007

CONSTABLE

Paul F. Armitage	2007
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BOARD OF ASSESSORS

Kosta E. Prentakis	2005
Deborah J. Carbone	2006
Patricia A. Ohlson	2007

SCHOOL COMMITTEE

Jeffrey I. Appelstein	2005
Richard J. White, Jr.	2005
Jack Leitner	2006
Stephen R. Brickett	2006
Elizabeth Barkowski-Fidias	2007

REGIONAL SCHOOL COMMITTEE

Betsy McGinnity	2005
Diane Haas	2005
Ralph Osgood	2006
Arthur F. Cannon, Sr.	2007

PLANNING BOARD

David T. Leary, Sr.	2005
Christine M. Lindberg	2006
Robert M. Aldenberg	2007
Harry Mathews	2007
Steven M. Weitzler	2008

ELECTRIC LIGHT COMMISSIONERS

A. David Lenzie	2005
Kevin J. Kiley	2005
Richard W. Kassiotis	2006
James W. Kelley	2006
Charles S. Clinch III	2007

LIBRARY TRUSTEES

Mary Ann Erickson	2005
Mary Tragert-Toropov	2005
Lois Lane Gianni	2006
Brenda Kirwan	2006
Sonja E. Nathan	2007

HOUSING AUTHORITY

Faith Anderson Stone	2005
James Hannon (state appointed)	2005
Diane H. McGowan	2006
Ann Richardson	2007
Charles M. Collier	2009



REPORT OF THE REGISTRARS OF VOTERS FY '03 & FY '04

The Board of Registrars of Voters is appointed by the Board of Selectmen to serve three-year overlapping terms. The Town Clerk is a Registrar by virtue of her office. The duties of the Registrars include the following:

- ◆ Register new voters
- ◆ Certify absentee ballot applications
- ◆ Certify nomination papers and petitions
- ◆ Conduct election recounts
- ◆ Maintain and update the list of registered voters
- ◆ Prepare the annual census

The Board holds a special registration session before each election and town meeting. In addition to the special sessions, any resident of the Town may register to vote in the Town Clerk's office, Monday through Thursday, 9:00am to 4:00pm, Friday, 9:00am to 1:00pm, and Tuesday evenings from 6:00pm to 8:00 pm.

Mail-in registration is also possible. Forms are available at the Post Office and Flint Public Library or by calling the Town Clerk's office at 978-774-6927.

As of January 1, 2001, Middleton was split into two precincts. The precinct boundary line runs from the Danvers town line northwest along South Main and North Main Streets to Essex Street, then northeast along Essex Street to School Street. It continues northeast along School Street to North Liberty Street, then north along North Liberty Street to the North Andover town line.

Precinct 1 is on the west side of the boundary line (toward North Reading), and Precinct 2 is on the east side of the boundary line (toward Topsfield and Boxford). Both precincts continue to vote in the Fuller Meadow School cafeteria.

As of January 1, 2003, the Board found the number of residents to be 7,089, which was an increase of 129 residents since January 1, 2002.

As of the close of registration for the 2003 Annual Town Meeting and Election, the number of registered voters and their party enrollment was as follows:

FY '03	Precinct 1	Precinct 2	Total
Democrat	578	376	954
Republican	374	246	618
Unenrolled	1530	1095	2654
Green – USA	1	0	1
Green - MA	0	1	1
Libertarian	14	20	34
Reform	2	0	2
Total	2499	1765	4264

As of January 1, 2004, the Board found the number of residents to be 7362, which was an increase of 273 residents since January 1, 2003.

As of the close of registration for the 2004 Annual town Meeting and Election, the number of registered voters and their party enrollment was as follows:

FY '04	Precinct 1	Precinct 2	Total
Democrat	611	395	1006
Republican	377	276	653
Unenrolled	1532	1153	2685
Green	1	0	1
Green - Rainbow	0	1	1
Libertarian	12	23	35
Reform	2	0	2
Socialist	1	0	1
Total	2536	1848	4384

Respectfully Submitted,

Mary Hocter, Chairperson
Nancy Karolides
James Hannon
Sarah George (Ex Officio)

RESULTS OF THE STATE PRIMARY ELECTION

TUESDAY, SEPTEMBER 17, 2002

DEMOCRATIC PRIMARY

TOTAL BALLOTS CAST:	437	287	724
TOTAL VOTERS:	2447	1727	4174
% VOTING:			17%

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
SENATOR			
Kerry	362	241	603
All Others	0	0	0
Blanks	75	46	121
GOVERNOR			
Birmingham	120	64	184
Grossman	2	0	2
O'Brien	108	84	192
Reich	123	75	198
Tolman	78	55	133
All Others	0	2	2
Blanks	6	7	13
LT. GOVERNOR			
Gabrieli	128	82	210
Pines	98	68	166
Slattery	180	116	296
All Others	0	1	1
Blanks	31	20	51
ATTORNEY GENERAL			
Reilly	348	229	577
All Others	1	1	2
Blanks	88	57	145
SEC. OF STATE			
Galvin	318	219	537
All Others	0	0	0
Blanks	119	68	187
TREASURER			
Michael Cahill	176	99	275
Timothy Cahill	114	77	191
Murphy	28	16	44
Segel	68	60	128
All Others	0	0	0
Blanks	51	35	86

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
AUDITOR			
DeNucci	324	212	536
All Others	0	1	1
Blanks	113	74	187
REP. IN CONGRESS			
Tierney	350	232	582
All Others	1	1	2
Blanks	86	54	140
COUNCILLOR			
Manning	256	157	413
Connolly	34	22	56
Tuttle	53	47	100
All Others	0	0	0
Blanks	94	61	155
STATE SENATOR			
Armata	170	104	274
Caggiano	167	116	183
All Others	0	0	0
Blanks	100	67	167
STATE REP.			
All Others	6	4	10
Blanks	431	283	714
DISTRICT ATTORNEY			
Blodgett	220	164	384
Burke	144	59	203
Grundy	50	46	96
All Others	0	0	0
Blanks	23	18	41
REGIS. OF PROBATE			
O'Brien	316	212	528
All Others	0	0	0
Blanks	121	75	196

REPUBLICAN PRIMARY
TOTAL BALLOTS CAST:
TOTAL VOTERS:
% VOTING:

273	168	441
2477	1727	4174
		28%

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
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SENATOR

All Others	12	2	14
Blanks	261	166	427

GOVERNOR

Romney	250	149	399
All Others	1	1	2
Blanks	22	18	40

LT. GOVERNOR

Healey	166	116	282
Rappaport	100	48	148
All Others	0	0	0
Blanks	7	4	11

ATTORNEY GENERAL

All Others	1	1	2
Blanks	272	167	439

SEC. OF STATE

Robinson	148	83	231
All Others	0	0	0
Blanks	125	85	210

TREASURER

Grabauskas	158	112	270
Herzfelder	77	36	113
All Others	0	1	1
Blanks	38	19	57

AUDITOR

All Others	0	0	0
Blanks	273	168	441

REP. IN CONGRESS

Smith	181	105	286
All Others	0	0	0
Blanks	92	63	155

COUNCILLOR

All Others	1	0	1
Blanks	272	168	440

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
STATE SENATOR			
Tarr	220	131	351
All Others	0	0	0
Blanks	53	37	90
STATE REP.			
Jones	200		200
All Others	0		0
Blanks	73		73
STATE REP.			
Hill		116	116
All Others		0	0
Blanks		52	52
DISTRICT ATTORNEY			
All Others	1	4	5
Blanks	272	164	436
REGIS. OF PROBATE			
All Others	1	0	1
Blanks	272	168	440
LIBERTARIAN PRIMARY			
TOTAL BALLOTS CAST:	2	1	3
TOTAL VOTERS:	2447	1727	4174
% VOTING:			0.0007%

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
SENATOR			
Cloud	2	1	3
All Others	0	0	0
Blanks	0	0	0
GOVERNOR			
Howell	2	1	3
All Others	0	0	0
Blanks			
LT. GOVERNOR			
Aucoin	1	1	2
All Others	0	0	0
Blanks	1	0	1
ATTORNEY GENERAL			
All Others	0	0	0
Blanks	2	1	3

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
SEC. OF STATE			
All Others	0	0	0
Blanks	2	1	3
TREASURER			
All Others	0	0	0
Blanks	2	1	3
AUDITOR			
Jain	1	1	2
All Others	1	0	1
Blanks			
REP. IN CONGRESS			
All Others	0	0	0
Blanks	2	1	3
COUNCILLOR			
All Others	0	0	0
Blanks	2	1	3
STATE SENATOR			
All Others	0	1	1
Blanks	2	0	2
STATE REP.			
All Others	0	0	0
Blanks	2	1	3
DISTRICT ATTORNEY			
All Others	0	0	0
Blanks	2	1	3
REGIS. OF PROBATE			
All Others	0	0	0
Blanks	2	1	3

SPECIAL TOWN MEETING

October 29, 2002

On Tuesday, October 29, 2002, voters of the Town of Middleton met in the North Shore Technical High School Gymnasium. Moderator Henry Tragert announced that more than a quorum of qualified voters were present and called the meeting to order at 7:35 p.m. (It was later shown that 221 voters were in attendance.) Town Clerk Sarah George read the Return of Service of the Warrant showing that the Meeting had been duly called and the Warrant posted in the usual five places by Constable Robert Aldenberg on October 11, 2002.

The Moderator proposed that, with the concurrence of the Meeting, we dispense with the reading of the individual warrant articles. He stressed, however, the importance of understanding what we're voting on. "If there are any questions, or uncertainties or ambiguities, please raise you hand and let's address the issues. Just because we don't read the article doesn't me we should proceed without full knowledge of what we're doing." It was moved and seconded from the floor that we dispense with the reading of the warrant articles. The motion carried.

The articles of the Special Town Meeting were then disposed of as follows:

Article 1: To hear and act on Committee Reports. There were none.

Article 2: On petition of the Board of Selectmen and School Committee to see if the Town will vote to raise and appropriate the sum of \$700,000 for the purpose of funding architectural, engineering, and other costs incidental and related thereto associated with the preparation of design plans for a new school on town owned land on Locust Street and for alterations and improvements to the Fuller Meadow School, provided that said approval is contingent upon the passage of a Proposition 2 ½ referendum under Massachusetts General Laws Chapter 59, Section 21C, and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

Finance Committee Recommendation

The Finance Committee recommends Article 2 as written. The article asks for \$700,000 for design money for a new school building to be built on the property off Locust Street. This property was purchased a few years ago for use by the Town. Totaling 34 acres, half is for municipal purposes, and half is to be used for conservation land.

The new school project is the best, most cost effective solution to a problem that we all know is coming. It is clear from the level of construction in Middleton, that the next decade will be very tough on the school system. New space for classrooms is required to maintain the current level of educational quality that the residents of Middleton expect.

The choice comes down to refurbishing the Howe Manning School and adding an addition to the Fuller Meadow School, or building a new school on the Locust Street property and decommissioning Howe Manning as a school. The Howe Manning School cannot be refurbished and brought up to current standards. The best we can hope for is another temporary solution. Although the Fuller Meadow School can be expanded again, it is a temporary solution, with another significant and expensive project required 10 years from now.

The new school on the Locust Street property is the best solution because it addresses not only the near term (5 - 10 year) problem, but allows for expansion at reasonable cost if the enrollment continues to rise. It is expected that the Locust Street school and the Fuller Meadow School together will provide space to educate the 850 to 900 students per year expected by 2010, and be able to be expanded to provide space for the maximum capacity at build-out, 1100 students.

The problem is complex, but an analysis of the work performed by the Building Feasibility Committee makes the decision clear: The new school is the most cost effective solution for the taxpayers and the best solution for a quality education for the children.

The Finance Committee made and seconded the motion that the sum of \$700,000 be appropriated to pay architectural, engineering, and other costs incidental and related to the preparation of design plans for a new school on Town owned land on Locust Street and for alterations and improvements to the Fuller Meadow School, and that to meet this appropriation, the Town Treasurer, with the approval of the Selectmen, is hereby authorized to borrow said amount under and pursuant to Chapter 44, Section 7(21) of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefore, provided, however, that no sums shall be borrowed or expended hereunder unless and until the Town shall have voted to exclude the amounts needed to repay any borrowing incurred pursuant to this vote from the limitations imposed by Chapter 59, Section 21C of the General Laws (Proposition 2 ½).

Note: The Moderator explained that a 2/3 vote is required when the source is bonding. The Planning Board, the School Building Feasibility Study Committee, the Finance Committee and the Master Plan Committee recommended adopting the motion. After considerable discussion, a request was made to vote on this article by paper ballot. This was done, and when the ballots were counted 123 were in favor and 90 were opposed. The Moderator declared that the motion was defeated: a 2/3 majority was not attained.

Article 3: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$30,000 for a feasibility study, preliminary design, and schematic plans, for a new Senior Center to be built on town owned land on Locust Street, providing that no funds shall be expended for this purpose until the Town Meeting and Town Election appropriate design plan funding to build a new elementary school on said land, and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

Finance Committee Recommendation: The Finance Committee recommends this article. A vocal group of Middleton senior citizens has approached the Board of Selectmen and the Finance Committee asking for their support for the funding of a new Senior Center. The existing Senior Center although recently renovated is drafty, uninviting, difficult to access, and has limited parking. In addition, it is only open a few hours each week and is poorly attended. This group explained that due to the lack of services, they are forced to look outside of our community. The Finance Committee recognizes the lack of services being provided to Middleton's Senior Citizens and the need to provide funding for enhanced services. Therefore, the Committee is recommending this article. Provided however the funding shall not be expended until the Town Meeting and Town Election appropriate design plan funding to build the proposed elementary school and a poll of the Senior Citizens is conducted as to whether a new building constructed in conjunction with the proposed new school will satisfy their needs.

No motion was made on Article 3.

Article 4: On petition of the Board of Selectmen acting in the capacity of the Personnel Board to see if the Town will vote to amend the Town Consolidated Personnel Plan SECTION 7.08 as follows:

**Town of Middleton Compensation Plan For Non-Union
Town Employees For Fiscal Year 2003**

Position/Title:	Voted Effective:	Proposed
	July 1, 2001:	July 1, 2002

Town Officials (Elected)

Town Moderator	\$100/Yr.	\$100/Yr.
Town Constable	\$100/Yr.	\$100/Yr.
Town Clerk	\$40,969/Yr.	\$41,168/Yr.
Selectman-Chairman	\$2,100/Yr.	\$2,100/Yr.
Selectman	\$1,600/Yr.	\$1,600/Yr.
School Committee	\$600/Yr.	\$600/Yr.
Assessor - Each Member *	\$2,000/Yr.	\$2,000/Yr.

* Range of \$500-\$2,000 depending upon education/training level

**Other Appointed Town & School Official Salaries
(Not Subject to Approval of Compensation Plan)**

These positions are included for informational purposes only (as salaries are set by contract and other statutes)

	<u>Paid in FY 2002</u>	<u>Approved FY 2003</u>
Fire Chief	\$70,581/Yr.	\$74,110/Yr.
Police Chief	\$78,670/Yr.	\$83,390/Yr.
Masconomet Regional School Superintendent	\$102,334/Yr.	**
Masconomet High School Principal	\$89,717/Yr.	**
Masconomet Middle School Principal	\$88,613/Yr.	**
Middleton School Superintendent	\$96,255/Yr.	\$99,700/Yr.
Fuller Meadow School Principal	\$72,000/Yr.	\$74,520Yr.
Howe Manning School Principal	\$77,880/Yr.	\$80,606/Yr.
Middleton Electric Light Manager *	\$98,745/Yr.	\$104,750/Yr.

*Calendar Year

**Salaries Are Same As FY 2002 Until Contract Negotiations Are Completed

Non-Union Employees and Other Town Appointees

Census Workers	\$1,050/Yr.	\$1,050/Yr.
Poll Officers	\$12.00/Hr.	\$12.36/Hr.
Poll Workers	\$8.56/Hr.	\$8.82/Hr.
Superintendent of Burials	\$500/Yr.	\$500/Yr.
Registrar of Voters	\$95/Election	\$95/Election
Clerk-Registrar of Voters	\$250/Yr.	\$250/Yr.

**Town of Middleton Compensation Plan For Non-Union
Town Employees For Fiscal Year 2003**

Position/Title:	Voted Effective: July 1, 2001:	Proposed July 1, 2002:
Part Time Clerical Staff: (All Departments)		
Step I	\$12.00/Hr.	\$12.36/Hr.
Step II	\$12.76/Hr.	\$13.14/Hr.
Step III	\$13.36/Hr.	\$13.76/Hr.
Step IV	\$13.83/Hr.	\$14.24/Hr.
Step V	\$14.06/Hr.	\$14.48/Hr.

Finance and Administration

Town Administrator	\$72,669/Yr.	\$76,302/Yr.
FY 2003 Range of \$67,191/Yr. - \$76,302/Yr.		
Administrative Secretary	\$36,176/Yr.	\$37,261/Yr.
FY 2003 Range of \$32,396/Yr.- \$37,261/Yr.		
Town Accountant	\$52,500/Yr.	\$54,075/Yr.
FY 2003 Range of \$46,749/Yr.- \$54,075/Yr.		
Custodian of Town Lands	\$1,605/Yr.	\$1,653/Yr.
Treasurer/Collector	\$45,447/Yr.	\$46,810/Yr.
FY 2003 Range of \$43,260/Yr.- \$46,810/Yr.		
Assessor/Appraiser	\$43,050/Yr.	\$43,911/Yr.
FY 2003 Range of \$42,408/Yr. - \$43,911/Yr.		
Administrative Assessor	\$33,600/Yr.	\$34,272/Yr.
FY 2003 Range of \$34,796/Yr.- \$34,272/Yr.		

Health Department

Health Agent	\$48,383/Yr.	\$49,834/Yr.
FY 2003 Range of \$48,225/Yr. - \$49,834/Yr.		
Conservation Commission Agent	\$13,326/Yr.	\$13,726/Yr.

**Town of Middleton Compensation Plan For Non-Union
Town Employees For Fiscal Year 2003**

Position/Title:	Voted Effective: July 1, 2001:	Proposed July 1, 2002:
Veteran's Services		
Veteran's Agent	\$8,052/Yr.	\$8,294/Yr.
Council on Aging		
Council on Aging Director	\$23,751/Yr.	\$24,952/Yr.
COA Driver/Meal Site Coordinator	\$11.90/Hr.	\$12.26/Hr.
Reserve: Drivers or Meal Site Employees	\$8.90/Hr.	\$9.17/Hr.
Medical Transportation Drivers	\$7.61/Hr.	\$7.84/Hr.
Coordinator/Secretary	\$10.50/Hr.	\$10.82/Hr.
Janitor	\$10.50/Hr.	\$10.82/Hr.
<i>Public Safety</i>		
Animal Control Officer	\$16,000/Yr.	\$16,480/Yr.
Fire Department - Stipends		
Drillmaster	\$750/Yr.	\$750/Yr.
Mechanic	\$2,000/Yr.	\$2,000/Yr.
Fire Prevention Officer	\$750/Yr.	\$750/Yr.
Department of Public Works		
Superintendent of Public Works	\$64,950/Yr.	\$70,200/Yr.
FY 2003 Range of \$67,858/Yr.- \$70,200/Yr.		
Operations Supervisor/Deputy Superintendent of Public Works	\$53,820/Yr.	\$55,435/Yr.
FY 2003 Range of \$51,607/Yr. - \$55,435/Yr.		
CDL Plow/Sander Operator	\$17.47/Hr.	\$17.99/Hr.
Part Time Truck Driver	\$10.21/Hr.	\$10.52/Hr.
Part Time Laborer	\$8.65/Hr.	\$8.91/Hr.
Transfer Station Gate Attendant	\$10.55/Hr.	\$10.87/Hr.
Department Of Inspections:		
Building Inspector	\$49,241/Yr.	\$50,718/Yr.
FY 2003 Range of \$43,213/Yr. - \$50,718/Yr.		

**Town of Middleton Compensation Plan For Non-Union
Town Employees For Fiscal Year 2003**

Position/Title:	Voted Effective: July 1, 2001:	Proposed July 1, 2002:
Gas/Plumbing Inspector	\$8,110/Yr.	\$8,353/Yr.
Wiring Inspector	\$13,326/Yr.	\$13,726/Yr.
Alternate Inspectors:	\$18.71/Hr.	\$19.27/Hr.
Wiring, Health, Building		

Health and Human Services

Flint Public Library

Library Director	\$40,135/Yr.	\$41,339/Yr.
FY 2003 Range of \$38,394/Yr. - \$41,339/Yr.		

Assistant Director

Step 1	\$12.12/Hr.	\$12.48/Hr.
Step 2 (6 months)	\$12.94/Hr.	\$13.33/Hr.
Step 3 (18 months)	\$13.71/Hr.	\$14.12/Hr.
Step 4 (30 months)	\$14.20/Hr.	\$14.63/Hr.
Step 5 (54 months)	\$14.49/Hr.	\$14.92/Hr.

Adult Services Librarian

Children's Librarian

Reference Librarian

Step 1	\$12.00/Hr.	\$12.36/Hr.
Step 2 (6 months)	\$12.76/Hr.	\$13.14/Hr.
Step 3 (18 months)	\$13.36/Hr.	\$13.76/Hr.
Step 4 (30 months)	\$13.83/Hr.	\$14.24/Hr.
Step 5 (54 months)	\$14.06/Hr.	\$14.48/Hr.

Clerk/Typist

Pages	\$8.25/Hr.	\$8.50/Hr.
	\$7.25-\$7.75/Hr.	\$7.47-\$7.98/Hr.

Recreation Commission

Summer Recreation Program

Program Director	\$15.00/Hr.	\$15.45/Hr.
Program Assistant	\$10.23/Hr.	\$10.54/Hr.
Recreation Assistants	\$7.00/Hr.	\$7.21/Hr.

Finance Committee Recommendation

The Finance Committee recommends this article as written. The Personnel Board has conducted a survey of several department head positions and determined that the salary ranges currently available are below the surrounding area ranges. Based on the results of their survey, the Personnel Board has approved the increase in the salary range for several Town department heads, including but not limited to Town Administrator, Town Clerk, and Superintendent of the Department of Public Works.

The Finance Committee recommended the Personnel Plan as written. Kosta Prentakis of the Board of Assessors made a motion to amend the article by adding the position of Assessor/Appraiser previously voted at \$43,050 and proposed at \$45,203 as well as the position of Administrative Assessor previously voted at \$34,500 and proposed at \$34,000. These positions were inadvertently left out of the printed warrant. Mr. Prentakis' motion to amend carried unanimously. Joseph Hocter made a motion to amend the Town Clerk's proposed salary down to \$42,198, but there was no second. He then made a motion to amend the Town Administrator's proposed salary down to \$74,880, and this motion was seconded from the floor but was defeated. Mr. Hocter made another motion, which was seconded from the floor, to amend the Council on Aging Director's proposed salary down to \$24,464, but the motion did not carry. Finally, he made a motion to amend the Superintendent of Public Works' proposed salary down to \$66,899, which was also defeated. The amended main motion then carried by a majority.

Article 5: On petition of the Board of Selectmen to see if the Town will vote to appropriate the sum of \$100,000 to pay for town employee (union and non-union) salary and wage increases for Fiscal Year 2003 with said sums to be distributed to the various wage accounts within the Omnibus Budget as determined by the Board of Selectmen following the completion of collective bargaining, and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

Finance Committee Recommendation: The Finance Committee recommends this Article as written. At the 2002 Annual Town Meeting, the Finance Committee presented its resolutions to conserve tax dollars and to delay discretionary raises in recognition of the likely reduction in state-level funding. As part of these resolutions, we asked that all department heads freeze spending, including salary increases to all non-union employees. At that time, we committed ourselves to revisiting the issue of raises at the 2002 Fall Special Town Meeting. The department heads unanimously honored our request. In fulfillment of our promise, the Finance Committee reviewed the issue of raises. Given the amount of state funding received and the recommendation by the Personnel Board, the Finance Committee determined that retroactive raises should be given to those non-union employees and that this Article should be approved as written.

On the recommendation of the Finance Committee, the Meeting voted unanimously to adopt Article 5.

Article 6: On petition of the Board of Selectmen and Board of Assessors to see if the Town will vote to increase the amounts from \$500 to \$750 for certain qualified persons to provide volunteer services to the Town according to rules and procedures established by the Town in order to reduce their property tax liability under the provisions of Massachusetts General Law Chapter 59, Section 5K as amended, said acceptance to take effect in Fiscal Year 2003, or to take any other action thereon.

Finance Committee Recommendation

The Finance Committee recommends Articles 6, 7, and 8 as written. The Finance Committee does NOT recommend Article 9.

Note: Article 6 increases the amount of money that a qualified senior can earn to offset property taxes by performing volunteer work for the Town of Middleton. Articles 7 and 8 increase the eligibility of seniors so that more seniors can qualify for tax exemption. One article lowers the age requirement, and the other raises the income level above which a senior is disqualified for the program.

Particularly in Middleton, with the high growth that the Town is experiencing, seniors are being asked to shoulder a significant tax burden. We believe that it is fair and reasonable that the senior citizens of the community have their tax burden lowered as much as possible. With the State shifting tax burdens to the local communities, it is now falling more on property taxes, and not income taxes to fund local services. This puts an increasing burden on the taxpayers that have property but not income - the community's senior population. We should help them as much as we can.

Article 9, however is a step too far for this fiscal year. Articles 7 and 8 increase the eligibility, but article 9 increases the amount of the Tax Exemption as well. Without an idea of the number of seniors who will take advantage of this change in the law, the Town is risking too much to make all of these moves in the current fiscal year. The Finance Committee believes that it would be better to pass the eligibility portions now, and at the Annual Town Meeting, when the full scope of the changes is better defined, we can address increasing the amount of the Tax Exemption.

The Finance Committee recommended adoption of Article 6, with the funds to come from Overlay Reserve, and the motion carried unanimously.

Article 7: On petition of the Board of Selectmen and the Board of Assessors to see if the Town will vote to adopt Section 5 of Chapter 184 of the Acts of 2002 and to adjust the eligibility factors set forth in said Section 5 so as to lower the qualifying age limit for property tax exemption from 70 to 65 years of age, said acceptance to take effect in Fiscal Year 2003, or to take any other action thereon.

Finance Committee Recommendation: The Finance Committee recommends Article 7 as written. See recommendation under Article 6.

Note: The Meeting voted unanimously to follow the Finance Committee's recommendation and adopt this article, with the funds to come from Overlay Reserve.

Article 8: On petition of the Board of Selectmen and Board of Assessors to see if the Town will vote to adopt Section 5 of Chapter 184 of the Acts of 2002 increasing the amount contained in sub clause (B) whenever they appear in said sub clause from \$13,000 to not more than \$20,000 and from \$15,000 to not more than \$30,000; and to increase the amounts contained in sub clause (C) whenever they appear in said sub clause (C) from \$28,000 to not more than \$40,000 and from \$30,000 to not more than \$55,000, and by further excluding from the determination of whole estate up to three dwelling units, said acceptance to take effect in Fiscal Year 2003, or to take any other action thereon.

Finance Committee Recommendation: The Finance Committee recommends Article 8 as written. See recommendation under Article 6.

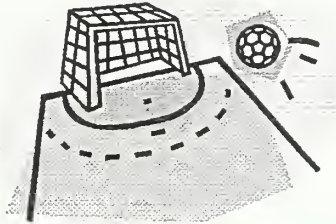
The Finance Committee recommended raising these asset restrictions and taking the funds from Overlay Reserve. The Planning Board also recommended the motion, and it carried unanimously

Article 9: On petition of the Board of Selectmen to see if the Town will vote to adopt Section 5 of Chapter 184 of the Acts of 2002 and to increase the amount of the exemptions set forth in Section 5 of taxable valuation to \$8,000 or the sum of \$1,000, whichever would amount in an exemption of the greater amount of taxes due, said acceptance to take effect in Fiscal Year 2003, or to take any other action thereon.

Informational Note (Current exemption amounts are \$4,000 in taxable valuation or \$500 in property taxes due)

Finance Committee Recommendation: The Finance Committee does NOT recommend Article 9. See recommendation under Article 6.

There was no motion on Article 9.



Article 10: On petition of the Department of Public Works and Recreation Commission to see if the Town will vote to raise and appropriate the sum of \$34,000 to add new loam, re-seed the fields, and make other improvements to the playing surfaces of the two soccer fields at the Emily Maher Recreation Park next to the Transfer Station; and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

Finance Committee Recommendation: The Finance Committee recommends this article as written. This article will allow the DPW to re-loam and re-seed the two soccer fields at the Emily Maher Recreation Park next to the Transfer Station. Over the last few years, small pieces of glass have been migrating to the top of the playing field creating a danger to those children playing on this field.

As recommended by the Finance Committee, the Meeting voted unanimously to fund this article with funds from Overlay Reserve.

Article 11: On petition of the Board of Selectmen to see if the Town will vote to accept Jones Road (off Essex Street) as a Town Street as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Sections 21 and 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

Finance Committee Recommendation: The Finance Committee defers this recommendation to the Planning Board.

The Finance Committee deferred to the Planning Board. The Planning Board moved and seconded the article and recommended acceptance of Jones Road. The subsequent vote to accept was unanimous.

Article 12: On petition of the Board of Selectmen to see if the Town vote to accept Ingalls Way (off Essex Street) as a Town Street as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Sections 21 and 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

Finance Committee Recommendation: The Finance Committee defers this recommendation to the Planning Board.

The Finance Committee deferred to the Planning Board. The Planning Board moved and seconded the article and recommended acceptance of Ingalls Way. The subsequent vote to accept was unanimous.

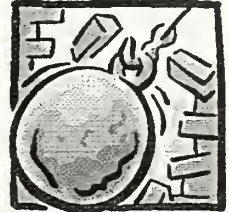
Article 13: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$12,000 to upgrade the town's financial operating software and system anti-virus software; and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

Finance Committee Recommendation: The Finance Committee recommends this article as written. This article will allow us to upgrade a portion of the operating system, and the backup software, which is no longer, supported by the manufacturer. It will also allow us to add virus software to the workstations and servers at Memorial Hall and the DPW, which have recently been connected to the Internet.

Article 14: On petition of the Board of Selectmen and Middleton Historical Commission to see if the Town will vote to amend the Town Bylaws in Part II General Legislation by adding a new Section 4-16 entitled "**Demolition Delay Bylaw**" as follows:

Town of Middleton

Demolition Delay ByLaw



4-16.1 Intent and Purpose

16.1.1 The purpose of Middleton's Demolition Delay Bylaw is to preserve and protect significant buildings and structures within the Town of Middleton that are outside Local Historic Districts. Such buildings and structures reflect distinctive features of the architectural, cultural, economic, agricultural landscape or social history of the Town, and their preservation promotes the public welfare by making the Town a more attractive and desirable place to live and work.

16.1.2 The intent of the bylaw is not to permanently prevent demolition, but rather, to provide an opportunity to develop preservation solutions for properties threatened with demolition through a six-month delay in issuing a demolition permit. In addition, this delay will give the Middleton Historical Commission ("the Commission") an opportunity to document historic or important architectural resources before they are lost from Middleton's cultural landscape.

16.1.3 The bylaw is intended to encourage and assist owners and townspeople to seek out persons who might be willing to purchase, preserve, rehabilitate or restore such structures rather than demolish them, thus limiting detrimental effect of demolition on the historical architectural resources of the Town.

16.1.4 To achieve these purposes, the Commission is empowered to advise the Building Inspector with respect to the issuance of permits for demolition of significant structures, and, where appropriate and consistent with the intent and purpose of this bylaw, to allow demolition under conditions designed to minimize the loss of distinctive features of significant structures.

16.2 Definitions:

16.2.1 "Building or Structure"- Buildings and structures listed on the Massachusetts Historical Commission's MACRIS (Massachusetts Cultural Resource Information System) inventory of cultural and historic resources in the Town of Middleton.

16.2.2 "Demolition"- any act of pulling down, destroying, removing, razing or moving a building or structure or any portion thereof, or commencing the work of moving or of total or substantial destruction of a structure or portion thereof, with the intent of completing the same.

- 16.2.3 "Significant Building or Structure"- any structure or portion thereof which is not within a local historic district, and which meets one or more of the following criteria:
- a. Listed in the National Register of Historic Places
 - b. Determined by the Massachusetts Historical Commission to be eligible for listing in said Nation Register.
- 16.2.4 "Commission"- The Middleton Historical Commission.
- 16.2.5 "Preferably Preserved"- any significant building or structure that has been determined by the Commission, because of its importance to the historical and/or cultural resources of the Town, to be in the public interest to preserve.
- 16.2.6 "Business Day"- any day which is not a legal municipal holiday, Saturday or Sunday.
- 16.2.7 "Initial Determination" – the evaluation process by which the Commission determines if a structure or building complies with the definitions in Section 16.2.3 a. or b., or Section 16.2.5.
- 16.3 Regulated Buildings and Structures**
- 16.3.1 The provisions of this ordinance shall apply only to any building or structure, which, in whole or in part, conforms to the definition under Section 16.2.3. (a)&(b).
- 16.4 Procedure**
- 16.4.1 No demolition of a building or structure, or any portion of a significant building or structure, shall be permitted except in conformity with the provisions of this bylaw.
- 16.4.2 Upon receipt of an application for a demolition permit for any significant building or structure, or portion thereof, the Building Inspector shall forward a copy thereof to the Commission within five (5) business days, and shall notify the applicant in writing of this action. No demolition permit shall be issued at that time.
- 16.4.3 Within twenty-one (21) business days of its receipt of a copy of an application for a demolition permit, the Commission shall make an Initial Determination as to the significance of the subject structure. The Initial Determination shall be positive if the structure, or a portion thereof, meets one or other of the qualifying criteria defined in "Significant Structure." Otherwise, the Initial Determination shall be in the negative. The Commission shall notify the applicant of the meeting at which it intends to make its Initial Determination at least seven (7) days in advance of said meeting, and the applicant shall be given an opportunity to make a presentation to the Commission.
- 16.4.4 The Commission shall notify the Building Inspector, Planning Board, Board of Appeals and the applicant in writing within ten (10) business days of its Initial Determination. If the Initial Determination is in the negative, or if the Commission fails to notify the Building Inspector of its Initial Determination within the said ten (10) business days, the Building Inspector may, subject to the requirements of the State Building Code and any other applicable law, bylaws, rules and regulations, issue a demolition permit.
- 16.4.5 If the Commission's Initial Determination is positive, the Commission shall, within thirty (30) days of its Determination, conduct a public hearing to determine whether the Significant Structure is preferably preserved; the Commission shall

give public notice of said hearing by publishing notice of the time, place, and purpose of the hearing in a newspaper of general circulation in the Town twice, the first notice to be published at least fourteen (14) days before the hearing and the second notice no more than seven (7) days before the hearing, and by mailing a copy of said notice to the applicant, to the owner of the premises on which the Significant Structure is located (if other than the applicant) to the owners of all property within three hundred feet of the premises on which the Significant Structure is located as appearing on the most recent tax list, and to such other persons as the Commission shall deem entitled to notice.

- 16.4.6 If, after a public hearing, the Commission determines that demolition of the Significant Structure would not be detrimental to the historical or architectural heritage or resources of the Town, the Commission shall so notify the applicant, the owner, if other than the applicant, and the Building Inspector, in writing, within ten (10) business days of such determination. Upon receipt of such notice, or upon the expiration of ten (10) business days from the date of the close of the Commission's public hearing, without having received any notification from the Commission, the Building Inspector may, subject to the requirements of the State Building Code and any other applicable laws, bylaws, rules and regulations, issue a demolition permit for the subject structure.
- 16.4.7 If, after the public hearing, the Commission determines that demolition of the Significant Structure would be detrimental to the historical or architectural heritage or resources of the Town, such structure shall be considered to be a preferably preserved structure, and the Commission shall so advise the applicant, the owner if other than the applicant, and the Building Inspector, in writing, within ten (10) business days, and no demolition permit shall be issued until six months after the date of such determination by the Commission.
- 16.4.8 During the six month delay period following the Commission's determination that a structure is to be considered preferably preserved, the commission shall notify the Massachusetts Historical Commission, the Town Administrator, and any other interested party in an effort to obtain assistance in obtaining preservation funding or in finding an adaptive use of the structure which will result in its preservation.
- 16.4.9 Notwithstanding the preceding paragraphs, the Building Inspector may issue a demolition permit for a preferably preserved significant structure at any time after receipt of written advice from the Commission to the effect that:
- a. Commission is satisfied that there is no reasonable likelihood that either the owner or some other person or group is willing to purchase, preserve, rehabilitate or restore such structure, or
 - b. Commission is satisfied that for at least three months the owner has made continuing, *bona fide* and reasonable efforts to locate a purchaser to preserve, rehabilitate and restore the subject structure, and that such efforts have been unsuccessful;
 - c. Commission has determined that the proposed moving or demolition may be conducted in a specified manner so as not to be detrimental to the historical or architectural heritage or resources of the Town.

16.5 Responsibilities of the Owner

- 16.5.1 Once a Significant Building or Structure is determined to be a preferably preserved structure, the owner shall be responsible for properly securing the building or structure, if vacant, to the satisfaction of the Building Inspector. Should the owner fail to so secure the building or structure, a subsequent

destruction of the structure at any time during the six-month demolition delay period, which destruction could have been prevented by the required security measures, shall be considered a demolition in violation of this bylaw.

16.6 Emergency Demolitions

16.6.1 Notwithstanding the following provisions, the Building Inspector may issue a demolition permit at any time in the event of imminent and substantial danger to the health or safety of the public due to deteriorating conditions. Prior to doing so, the Building Inspector shall inspect the building or structure and document, in writing, the findings and reasons requiring an emergency demolition, a copy of which shall be forwarded immediately to the Commission. Before allowing emergency demolition, the Building Inspector shall make every effort to inform the Chairperson of the Commission of his intention to allow demolition before he issues a permit for emergency demolition.

16.6.2 No provision of this bylaw is intended to conflict with or abridge any obligations or rights conferred by G.L.c.143 regarding removal or demolition of dangerous or abandoned structure. In the event of a conflict, the applicable provisions of Chapter 143 shall control.

16.7 Historic Districts Act

16.7.1 Nothing in this bylaw shall be deemed to conflict with the provisions of the Historic Districts Act, Massachusetts General Laws, Chapter 40C, with respect to requirements of notice, hearing and issuance by the Commission of a Certificate of Appropriateness, a Certificate of Non-Applicability or a Certificate of Hardship prior to demolition of any building or structure in an historic district.

16.8 Enforcement and Remedies

16.8.1 The Building Inspector is specifically authorized to institute any actions, in law or in equity, as deemed necessary to obtain compliance with the requirement of this bylaw to prevent a threatened violation thereof.

16.8.2 Except as provided below, whenever a significant building or structure or any portion thereof has been voluntarily demolished in violation of this bylaw, and for a period of two years after the date of completion of such demolition, no building permit shall be issued with respect to any premises upon which such demolition has occurred. As used herein, "premises" includes the parcel of land upon which the demolished significant structure was located.

16.8.3 Notwithstanding the foregoing, whenever the Commission shall, on its own initiative, or on application of the landowner, determine that earlier reconstruction, restoration or other remediation of any demolition in violation of this bylaw better serves the intent and purpose of this Bylaw, it may, prior to the expiration of said period of two years, but no sooner than six months from the date of completion of any demolition in violation of this Bylaw, authorize issuance of building permit, upon such conditions as the Commission deems necessary or appropriate to effectuate the purposes of this bylaw, and may so notify the Building Inspector.

16.9 Severability

16.9.1 If any section, paragraph or part of this bylaw for any reason declared invalid or unconstitutional by any court, every other section, paragraph and part shall continue in full force and effect.

Finance Committee Recommendation: The Finance Committee does not have a recommendation for this article. The issues involved here are complex and require substantially more debate than time allows before the warrant must go to print. We hope to have a recommendation by Special Town Meeting, but we look forward to a debate on the floor.

The Finance Committee did not have a recommendation on Article 14. The Planning Board recommended it's passage and the motion was seconded from the floor.

Mary Tragert, Clerk of the Historical Commission, moved that Article 14 be amended by deleting section 16.2.1 as printed in the warrant and substituting the following:

16.2.1 "Building or Structure" – Any combination of materials forming a shelter for persons, animals, or property.

And that Article 14 be further amended by deleting section 16.2.3 as printed in the warrant and substituting the following:

16.2.3 "Significant Building or Structure"- Buildings and structures listed on the Massachusetts Historical Commission's MACRIS (Massachusetts Cultural Resource Information System) inventory of cultural and historic resources in the Town of Middleton.

The motion to amend was seconded from the floor and carried on a majority voice vote. After several voters and the Town Administrator spoke in favor of the article, the amended main motion carried on a majority voice vote.

Article 15: On petition of James Currier and Peter Mugford to see if the Town will vote to amend the official Zoning Map of the Town of Middleton dated October 29, 1965 and revised March 1984, August 1996, May 2000, and May 2001 in the following manner:

Land abutting the Business District on the west side of South Main Street, North of the entrance to Fuller Pond Village and south of the entrance to the Fuller Meadow School:

To rezone from "R-1A" Residential to "B" Business the following land containing in all 3 acres, plus or minus: Middleton Assessor's Map 29, a portion of lots 68 and 69.

Finance Committee Recommendation: The Finance Committee does NOT recommend the Article. The Town of Middleton has been working toward re-classifying certain parcels of land toward a more consistent plan and use. This request would actually revert back to possible "spot zoning" which is not desirable for our future plans. The requested classification is also not consistent with the current abutters' classification in the area.

The Finance Committee did not recommend the article. The Planning Board's motion to adopt Article 15 was seconded from the floor. The Planning Board recommended the article "because we have allowed it to happen on other properties." The Master Plan Committee did not recommend the article. The Zoning Enforcement Officer spoke in favor of its passage. A vote was taken by a showing of cards, and the results were: Yes—84; No—37. The Moderator declared that a two-thirds majority had been attained and that the motion carried.

Article 16: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$35,000 to purchase one new 4x4 SUV utility vehicle with a new radio to replace the current Fire Chief's car and to be used as a Command Post vehicle; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

Finance Committee Recommendation: The Finance Committee recommends the article as written based on the reported condition of the Fire Chief's actual vehicle and its' reported maintenance schedule. The Finance Committee is also cognizant of the increasing public safety responsibilities for which the Middleton Fire Department is responsible.

The Finance Committee recommended that this appropriation be made and that it be make from Overlay Reserve. The motion carried by a majority voice vote.

It was moved and seconded from the floor that the Meeting be dissolved, and the vote to do so was unanimous.

Attest, a True Copy,

Sarah B. George
Town Clerk

RESULTS OF STATE AND LOCAL ELECTIONS

November 5, 2002

	PRECINCT 1	PRECINCT 2	GRAND TOTAL
TOTAL BALLOTS CAST:	1718	1169	2887
TOTAL VOTERS:	2492	1766	4258
% VOTING:	70%	66%	68%

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
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SENATOR

Kerry	1168	789	1957
Cloud	369	280	649
All Others	4	1	5
Blanks	177	99	276

GOVERNOR

Howell & Aucoin	26	13	39
O'Brien & Gabrieli	483	350	833
Romney & Healey	1130	764	1894
Stein & Lorenzen	49	28	77
Johnson & Schebel	16	5	21
All Others	0	0	0
Blanks	14	9	23

ATTORNEY GENERAL

Reilly	1220	837	2057
All Others	0	0	0
Blanks	498	332	830

SEC. OF STATE

Galvin	1031	713	1744
Robinson	508	359	867
All Others	0	0	0
Blanks	179	97	276

TREASURER

Cahill	605	400	1005
Grabauskas	918	656	1574
O'Keefe	73	55	128
All Others	0	1	1
Blanks	122	57	179

AUDITOR

DeNucci	1095	736	1831
Jain	136	95	231
Xenakis	225	189	414
All Others	0	0	0
Blanks	262	149	411

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
REP. IN CONGRESS			
Tierney	1021	716	1737
Smith	593	396	989
All Others	0	0	0
Blanks	104	57	161
STATE SENATOR			
Tarr	1100	794	1894
Armata	506	309	815
All Others	0	0	0
Blanks	112	66	178
STATE REP.			
Jones	1190	XXXXX	1190
Hill	XXXXX	842	842
All Others	0	0	0
Blanks	528	327	855
DISTRICT ATTORNEY			
Blodgett	1155	800	1955
All Others	5	0	5
Blanks	558	369	927
REGIS. OF PROBATE			
O'Brien	1100	772	1872
All Others	0	0	0
Blanks	618	397	1015
QUESTION 1			
Yes	877	564	1441
No	662	502	1164
Blanks	179	103	282
QUESTION 2			
Yes	1254	835	2089
No	304	198	502
Blanks	160	136	296
QUESTION 3			
Yes	292	181	473
No	1206	818	2024
Blanks	220	170	390
MIDDLETON QUES. 1			
Yes	747	452	1199
No	942	697	1639
Blanks	27	10	37

**TOWN OF MIDDLETON
SPECIAL TOWN MEETING**

May 13, 2003

On Tuesday, May 13, 2003, voters of the Town of Middleton met in the North Shore Technical High School Gymnasium. Moderator Henry Tragert announced that more than a quorum was present and called the meeting to order at 7:31 p.m. The Town Clerk read the Return of Service of the Warrant showing that the Meeting had been duly called and the Warrant posted in the usual five places by Constable Robert M. Aldenberg on April 28, 2003.

The Moderator announced that in the absence of any objections, he would dispense with the reading of the articles of the Warrant. He heard none. The business of the Special Town meeting was then disposed of as follows:

Article 1: On petition of the Board of Selectmen to see if the Town will vote to reduce the following line of the FY 2003 Omnibus Budget by the sum of \$35,000 in order to bring it into balance following the mid year state aid cuts implemented under the provisions of Massachusetts General Laws Chapter 29, Section 9C, and to take any other action related thereto.

General Fund: 01
Function: 400 Public Works and Facilities
Department: 420 Public Works Department
Capital Outlay: 5800: FY 2003 Approved: \$45,000; FY 2003 Revised: \$10,000

The Finance Committee recommended this \$35,000 reduction of the DPW budget, line 5800, for road paving, and the motion carried unanimously.

Article 2: On petition of the Finance Committee to see if the Town will vote to reduce the FY 2003 Elementary School Operating Budget total of \$5,335,349 by the sum of \$12,566 to a new total of \$5,322,783 or transfer the sum of \$12,566 from the Free Cash Account to apply towards the FY 2003

Town Omnibus Budget in order to bring it into balance following the mid year state aid cuts implemented under the provisions of Massachusetts General Laws, Chapter 29, Section 9C, and to take any other action related thereto.

Informational Note: The passage of both Articles 1 and 2 will bring the Town's Fiscal Year 2003 Omnibus Budget into balance following the mid year state aid cuts which totaled \$47,566. At press time the School Committee indicated their willingness to reduce their FY 2003 Operating Budget by the amount of \$12,566 to assist the Town in re-balancing the FY 2003 Town Omnibus Budget.

On the recommendation of the Finance Committee, the Meeting voted unanimously to adopt Article 2.

ARTICLE 3: On petition of the Board of Selectmen and Chief Will's Family Festival Committee to see if the Town will vote to raise and appropriate the sum of \$10,000 to fund the second annual Chief Will's Festival Day and to see if such funds will be raised from taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended that this FY2003 appropriation be taken from Free Cash. John Erickson, chairman of the Finance Committee, explained that this appropriation together with the receipts of the festival should allow the festival to become self-funding in the future. Article 3 was adopted unanimously.

A motion to dissolve the Special Town Meeting was made and seconded from the floor, and at 8:34 p.m. the vote to do so was unanimous.

Attest, a True Copy,
Sarah B. George, Town Clerk

**TOWN OF MIDDLETON
ANNUAL TOWN MEETING
MAY 13, 2003**

On Tuesday, May 13, 2003, voters of the Town of Middleton met in the North Shore Technical High School Gymnasium. Moderator Henry Tragert announced that more than a quorum of qualified voters were present and called the meeting to order at 8:34 p.m. (It was later shown that 210 voters were present.) The Moderator introduced the new Building Inspector, David Vines, to the Meeting. He also called it to the Meeting's attention that this is the 275th Annual Meeting of the Town of Middleton, the first meeting having been held in 1728 under a tree on Maple Street, not far from the Oakdale Cemetery.

The Clerk read the Return of Service of the Warrant, and Boy Scout Troop 19 conducted the opening ceremony. The articles on the Warrant were then disposed of as follows:

Article 1: To hear and act on Committee Reports: John Erickson reported for the Finance Committee; Kosta Prentakis for the Master Plan Committee; and John Montrone for the School Building Committee.



Article 2: On petition of the Treasurer to see if the Town will vote to authorize the Town Treasurer with the approval of the Selectmen to borrow money from time-to-time in anticipation of the revenue of the financial year beginning July 1, 2003 in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 17.

Article 3: On petition of the Board of Selectmen acting in the capacity of the Personnel Board to see if the Town will vote to amend the Town Consolidated Personnel Plan SECTION 7.08 as follows:

Town of Middleton Compensation Plan For Non-Union Town Employees For Fiscal Year 2004

Position/Title:	Voted Effective: July 1, 2002:	Proposed July 1, 2003:
Town Officials (Elected)		
Town Moderator	\$100/Yr.	\$100/Yr.
Town Constable	\$100/Yr.	\$100/Yr.
Town Clerk	\$42,771/Yr.	\$43,840/Yr.
Selectman-Chairman	\$2,100/Yr.	\$2,100/Yr.
Selectman	\$1,600/Yr.	\$1,600/Yr.
School Committee Member	\$600/Yr.	\$600/Yr.
Assessor - Each Member *	\$2,000/Yr.	\$2,000/Yr.

* Range of \$500-\$2,000 depending upon education/training level

Other Appointed Town & School Official Salaries (Not Subject to Approval of Compensation Plan)

These positions are included for informational purposes only (as salaries are set by contract and other statutes)

	<u>Approved FY 2003</u>	<u>Proposed FY 2004</u>
Fire Chief	\$74,110/Yr.	\$76,587/Yr.
Police Chief	\$83,390/Yr.	\$89,846/Yr.
** Masconomet Regional School Superintendent	\$102,334/Yr.	\$119,237/Yr.
**Masconmet High School Principal	\$89,717/Yr.	\$103,682/Yr.
**Masconomet Middle School Principal	\$88,613/Yr.	\$103,417/Yr.
Middleton School Superintendent	\$99,700/Yr.	*Not Available at Press Time
Fuller Meadow School Principal	\$74,520/Yr.	*Not Available at Press Time
Howe Manning School Principal	\$80,606/Yr.	*Not Available at Press Time
Middleton Electric Light Manager	\$104,745/Yr.	*Not Available at Press Time

* Salaries Are Same As FY 2003 Until Contract Negotiations Are Completed

**Discussions underway for possible reductions for Masconomet Salaries

Non-Union Employees and Other Town Appointees

Census Workers	\$1,050/Yr.	\$1,050/Yr.
Poll Officers	\$12.36/Hr.	\$12.67/Hr.
Poll Workers	\$8.82/Hr.	\$9.04/Hr.
Superintendent of Burials	\$500/Yr.	\$500/Yr.
Registrar of Voters	\$95/Election	\$95/Election
Clerk-Registrar of Voters	\$250/Yr.	\$250/Yr.
Cable Television Technician	\$9.84/Hr.	\$10.09/Hr.
Part Time Clerical Staff: (All Departments)		
Step I	\$12.36/Hr.	\$12.66/Hr.
Step II	\$13.14/Hr.	\$13.47/Hr.
Step III	\$13.76/Hr.	\$14.10/Hr.
Step IV	\$14.24/Hr.	\$14.60/Hr.
Step V	\$14.48/Hr.	\$14.84/Hr.
Committee and Board Secretaries	\$94.00/Meeting	\$96.00/Meeting

Town of Middleton Compensation Plan For Non-Union Town Employees For Fiscal Year 2004

Position/Title:	Voted Effective: July 1, 2002:	Proposed July 1, 2003:
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Finance and Administration

Town Administrator	\$76,302/Yr.	\$78,210/Yr.
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FY 2004 Range of \$68,871/Yr. - \$78,210/Yr.

Administrative Secretary	\$37,261/Yr.	\$38,193/Yr.
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FY 2004 Range of \$33,206/Yr.- \$38,193/Yr.

Town Accountant	\$54,075/Yr.	\$55,427/Yr.
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FY 2004 Range of \$47,964/Yr.- \$55,427/Yr.

Custodian of Town Lands	\$1,653/Yr.	\$1,694/Yr.
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Treasurer/Collector	\$46,810/Yr.	\$47,980/Yr.
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FY 2004 Range of \$44,342Yr.- \$47,980/Yr.

Assessor/Appraiser	\$45,203/Yr.	\$46,333/Yr.
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FY 2004 Range \$41,374-\$46,333/Yr.

Administrative Assessor	\$34,500/Yr.	\$35,360/Yr.
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FY 2004 Range \$32,800-\$35,360

Health and Human Services

Health Department

Health Agent	\$49,834/Yr.	\$51,080/Yr.
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FY 2004 Range of \$49,431/Yr. - \$51,080/Yr.

Conservation Commission Agent	\$13,726/Yr.	\$14,069/Yr.
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Veteran's Sevices

Veteran's Agent	\$8,294/Yr.	\$8,501/Yr.
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Council on Aging

Council on Aging Director	\$24,952/Yr.	\$29,341/Yr.*
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COA Driver/Meal Site Coordinator	\$12.26/Hr.	\$12.57/Hr.
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Reserve: Drivers or Meal Site Employees	\$9.17/Hr.	\$9.40/Hr.
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* Includes compensation for management of senior work program

**Town of Middleton Compensation Plan For Non-Union
Town Employees For Fiscal Year 2004**

Position/Title:	Voted Effective: July 1, 2002:	Proposed July 1, 2003
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Medical Transportation Drivers	\$7.84/Hr.	\$8.04/Hr.
Coordinator/Secretary	\$10.82/Hr.	\$11.09/Hr.
Janitor	\$10.82/Hr.	\$11.09/Hr.

Public Safety

Animal Control Officer	\$16,480/Yr.	\$16,810/Yr.
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Fire Department - Stipends

Drillmaster	\$750/Yr.	\$1,000/Yr.
Mechanic	\$2,000/Yr.	\$2,000/Yr.
Fire Prevention Officer	\$750/Yr.	\$1,000/Yr.

Department of Public Works

Superintendent of Public Works	\$70,200/Yr.	\$71,955/Yr.
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FY 2004 Range of \$69,554/Yr.- \$73,800/Yr.

Operations Supervisor/Deputy Superintendent of Public Works	\$55,435/Yr.	\$56,830/Yr.
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FY 2004 Range of \$52,897/Yr. - \$56,830/Yr.

CDL Plow/Sander Operator	\$17.99/Hr.	\$18.44/Hr.
Part Time Truck Driver	\$10.52/Hr.	\$10.78/Hr.
Part Time Laborer	\$8.91/Hr.	\$9.00/Hr.
Transfer Station Gate Attendant	\$10.87/Hr.	\$11.15/Hr.

Department Of Inspections

Building Inspector	\$50,718/Yr.	\$51,269/Yr.
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FY 2004 Range of \$44,293/Yr. - \$51,269/Yr.

Gas/Plumbing Inspector	\$8,353/Yr.	\$8,562/Yr.
Wiring Inspector	\$13,726/Yr.	\$14,070/Yr.
Alternate Inspectors:	\$19.27/Hr.	\$19.75/Hr.
Wiring, Health, Building		

Town of Middleton Compensation Plan For Non-Union Town Employees For Fiscal Year 2004

Position/Title:	Voted Effective:	Proposed
	July 1, 2002:	July 1, 2003

Health and Human Services

Flint Public Library

Library Director	\$41,339/Yr.	\$42,372/Yr.
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FY 2004 Range of \$39,354/Yr. - \$42,372/Yr.

Assistant Director

Step 1	\$12.48/Hr.	\$12.79/Hr.
Step 2 (6 months)	\$13.33/Hr.	\$13.66/Hr.
Step 3 (18 months)	\$14.12/Hr.	\$14.47/Hr.
Step 4 (30 months)	\$14.63/Hr.	\$15.00/Hr.
Step 5 (54 months)	\$14.92/Hr.	\$15.29/Hr.

Adult Services Librarian

Children's Librarian

Reference Librarian

Step 1	\$12.36/Hr.	\$12.67/Hr.
Step 2 (6 months)	\$13.14/Hr.	\$13.47/Hr.
Step 3 (18 months)	\$13.76/Hr.	\$14.10/Hr.
Step 4 (30 months)	\$14.24/Hr.	\$14.60/Hr.
Step 5 (54 months)	\$14.48/Hr.	\$14.84/Hr.

Clerk/Typist	\$8.50/Hr.	\$8.71/Hr.
Pages	\$7.47-\$7.98/Hr.	\$7.66-\$8.18/Hr.

Recreation Commission

Summer Recreation Program

Program Director	\$15.45/Hr.	\$15.45/Hr.
Program Assistant	\$10.54/Hr.	\$10.54/Hr.
Recreation Assistants	\$7.21/Hr.	\$7.21/Hr.

Finance Committee Recommendation: The Finance Committee conditionally recommends this article. The salary for the COA director is being increased by over \$3,500 under this Personnel Plan. The reasons given for this increase have to do with the increased workload due to managing the "Senior Work-Off" program approved by Town Meeting. The Finance Committee is willing to recommend this article only if the job description is amended to include management of this program and the hours per week are increased from the current 25 to at least 29. At press time the Committee asked the Council to prepare and certify a change in the job description to be used if this increase is approved. In the absence of a documented change to the job requirements, the raise for the COA is not recommended by the Finance Committee.

The Finance Committee recommended Article 3 as written, including the change in the COA Director's compensation, because the requested changes in the job description have been made. After some discussion, the motion carried on a majority voice vote.

Article 4: On petition of the Board of Selectmen to see if the Town will vote to determine what sums of money the Town will raise and appropriate for the ensuing twelve months. The following pages of the Town Operating Budget constitute the details of this article:



**Town of Middleton
Operating Budget FY 2004**

NUMBER		Approved <u>FY 2002</u>	Approved <u>FY 2003</u>	Department Request <u>FY 2004</u>	Selectmen Recommendation <u>FY 2004</u>	Finance Committee Recommendation <u>FY 2004</u>
FUND: 01 GENERAL FUND						
FUNCTION 100: GENERAL GOVERNMENT						
Department #114 TOWN MODERATOR						
5100	Personal Services	100	100	100	100	100
DEPARTMENT TOTAL		\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Department #122 SELECTMEN/ADMINISTRATOR						
5100	Personal Services	120,445	125,163	128,003	128,003	128,003
5200	Purchase of Services	12,250	11,638	12,450	12,450	12,450
5400	Purchase of Supplies	2,200	2,400	2,400	2,400	2,400
5700	Other Charges & Expenses	47,269	48,003	45,980	45,980	45,980
DEPARTMENT TOTAL		\$ 182,164	\$ 187,204	\$ 188,833	\$ 188,833	\$ 188,833
Department #131 FINANCE COMMITTEE						
5100	Personal Services	1,456	1,504	1,542	1,542	1,542
5200	Purchase of Services	115	109	109	109	109
5400	Purchase of Supplies	100	100	100	100	100
5700	Other Charges & Expenses	60,150	60,150	60,150	60,150	60,150
DEPARTMENT TOTAL		\$ 61,821	\$ 61,863	\$ 61,901	\$ 61,901	\$ 61,901
Department #135 TOWN ACCOUNTANT						
5100	Personal Services	70,671	72,246	74,247	74,247	74,247
5200	Purchase of Services	2,590	2,461	2,640	2,640	2,640
5400	Purchase of Supplies	600	600	600	600	600
5700	Other Charges & Expenses	245	245	245	245	245
5800	Capital Outlay	200	200	200	200	200
DEPARTMENT TOTAL		\$ 74,306	\$ 75,752	\$ 77,932	\$ 77,932	\$ 77,932
Department #141 ASSESSORS						
5100	Personal Services	92,650	97,963	101,353	101,353	101,353
5200	Purchase of Services	19,010	18,060	16,100	16,100	16,100
5400	Purchase of Supplies	1,650	1,650	1,500	1,500	1,500
5700	Other Charges & Expenses	3,200	2,700	2,050	2,050	2,050
5800	Capital Outlay	1,200	1,000	900	900	900
DEPARTMENT TOTAL		\$ 117,710	\$ 121,373	\$ 121,903	\$ 121,903	\$ 121,903

**Town of Middleton
Operating Budget FY 2004**

NUMBER		Approved <u>FY 2002</u>	Approved <u>FY 2003</u>	Department Request <u>FY 2004</u>	Selectmen Recommendation <u>FY 2004</u>	Finance Committee Recommendation <u>FY 2004</u>
FUND: 01 GENERAL FUND						
FUNCTION 100: GENERAL GOVERNMENT						
Department #145 TREASURER/COLLECTOR						
5100	Personal Services	115,603	116,966	122,157	122,157	122,157
5200	Purchase of Services	40,700	40,715	39,465	39,465	39,465
5400	Purchase of Supplies	3,600	3,800	3,800	3,800	3,800
5700	Other Charges & Expenses	955	1,200	1,200	1,200	1,200
5800	Capital Outlay					
DEPARTMENT TOTAL		\$ 160,858	\$ 162,681	\$ 166,622	\$ 166,622	\$ 166,622
Department #146 CUSTODIAN OF TOWN LANDS						
5100	Personal Services	1,605	1,645	1,694	1,694	1,694
DEPARTMENT TOTAL		1,605	1,645	1,694	1,694	1,694
Department #151 TOWN COUNSEL						
5200	Purchase of Services	30,150	31,150	31,150	31,150	31,150
DEPARTMENT TOTAL		\$ 30,150	\$ 31,150	\$ 31,150	\$ 31,150	\$ 31,150
Department #161 TOWN CLERK						
5100	Personal Services	62,135	64,007	65,076	65,076	65,076
5200	Purchase of Services	2,430	2,840	2,700	2,700	2,700
5400	Purchase of Supplies	850	850	800	800	800
5700	Other Charges & Expenses	400	400	400	400	400
5800	Capital Outlay	1,500				
DEPARTMENT TOTAL		\$ 67,315	\$ 68,097	\$ 68,976	\$ 68,976	\$ 68,976
Department #162 ELECTIONS/ REGISTRATIONS						
5100	Personal Services	5,680	11,820	9,200	9,200	9,200
5200	Purchase of Services	4,020	8,575	4,800	4,800	4,800
5400	Purchase of Supplies	350	850	650	650	650
DEPARTMENT TOTAL		\$ 10,050	\$ 21,245	\$ 14,650	\$ 14,650	\$ 14,650

**Town of Middleton
Operating Budget FY 2004**

NUMBER		Approved	Approved	Department	Selectmen	Finance Committee
FUND: 01 GENERAL FUND		<u>FY 2002</u>	<u>FY 2003</u>	<u>Request</u>	<u>Recommendation</u>	<u>Recommendation</u>
				<u>FY 2004</u>	<u>Fy 2004</u>	<u>FY 2004</u>
FUNCTION 100: GENERAL GOVERNMENT						
Department #171 CONSERVATION COMMISSION						
5100	Personal Services	15,173	13,726	14,069	14,069	14,069
5200	Purchase of Services	900	1,750	1,750	1,750	1,750
5400	Purchase of Supplies	300	300	300	300	300
5700	Other Charges & Expenses	800	900	850	850	850
DEPARTMENT TOTAL		\$ 17,173	\$ 16,676	\$ 16,969	\$ 16,969	\$ 16,969
Department #175 PLANNING BOARD						
5100	Personal Services	12,526	13,026	13,067	13,067	13,067
5200	Purchase of Services	3,250	3,350	3,350	3,350	3,350
5400	Purchase of Supplies	500	900	900	900	900
5700	Other Charges & Expenses	915	915	800	800	800
DEPARTMENT TOTAL		\$ 17,191	\$ 18,191	\$ 18,117	\$ 18,117	\$ 18,117
Department #176 BOARD OF APPEALS						
5100	Personal Services	13,990	14,390	14,440	14,440	14,440
5200	Purchase of Services	6,900	9,900	9,900	9,900	9,900
5400	Purchase of Supplies	300	300	300	300	300
5700	Other Charges & Expenses	500	500	500	500	500
DEPARTMENT TOTAL		\$ 21,690	\$ 25,090	\$ 25,140	\$ 25,140	\$ 25,140
Department #181 MASTER PLAN COMMITTEE/ LAND ACQUISITION						
5100	Personal Services	1,092	1,092	1,120	1,120	1,120
5200	Purchase of Services	14,300	13,585	7,400	7,400	7,400
DEPARTMENT TOTAL		\$ 15,392	\$ 14,677	\$ 8,520	\$ 8,520	\$ 8,520
Department #192 TOWN BUILDINGS						
5200	Purchase of Services	39,700	37,715	37,715	37,715	37,715
5400	Purchase of Supplies	7,000	7,000	7,000	7,000	7,000
5800	Capital Outlay	600	600	600	600	600
DEPARTMENT TOTAL		\$ 47,300	\$ 45,315	\$ 45,315	\$ 45,315	\$ 45,315
TOTAL GEN. GOVERNMENT FUNCTION 100		\$ 824,825	\$ 851,059	\$ 847,822	\$ 847,822	\$ 847,822

**Town of Middleton
Operating Budget FY 2004**

NUMBER		Approved <u>FY 2002</u>	Approved <u>FY 2003</u>	Department Request <u>FY 2004</u>	Selectmen Recommendation <u>FY 2004</u>	Finance Committee Recommendation <u>FY 2004</u>
FUND: 01 GENERAL FUND						
FUNCTION 200: PUBLIC SAFETY						
Department #210 POLICE DEPARTMENT						
5100	Personal Services	764,077	802,152	810,376	810,376	810,376
5200	Purchase of Services	73,204	78,420	73,688	73,688	73,688
5400	Purchase of Supplies	25,180	25,180	25,130	25,130	25,130
5700	Other Charges & Expenses	21,535	18,485	18,605	18,605	18,605
5800	Capital Outlay	51,800	51,800	51,800	51,800	51,800
DEPARTMENT TOTAL		\$ 935,796	\$ 976,037	\$ 979,599	\$ 979,599	\$ 979,599
Department #220 FIRE DEPARTMENT						
5100	Personal Services	802,612	871,011	924,184	924,184	924,184
5200	Purchase of Services	38,460	37,860	38,352	38,352	38,352
5400	Purchase of Supplies	32,140	33,640	37,640	37,640	37,640
5700	Other Charges & Expenses	6,650	7,450	8,050	8,050	8,050
5800	Capital Outlay	10,000	12,500	12,380	12,380	12,380
DEPARTMENT TOTAL		\$ 889,862	\$ 962,461	\$ 1,020,606	\$ 1,020,606	\$ 1,020,606
Department #241 INSPECTIONS DEPARTMENT						
5100	Personal Services	102,091	105,211	106,652	106,652	106,652
5200	Purchase of Services	3,700	3,965	8,965	8,965	8,965
5400	Purchase of Supplies	750	850	850	850	850
5700	Other Charges & Expenses	7,500	7,850	8,100	8,100	8,100
5800	Capital Outlay		1,200			
DEPARTMENT TOTAL		\$ 114,041	\$ 119,076	\$ 124,567	\$ 124,567	\$ 124,567
Department #291 CIVIL EMERGENCY PREPAREDNESS						
5200	Purchase of Services	100	100	100	100	100
DEPARTMENT TOTAL		\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Department #292 ANIMAL CONTROL						
5100	Personal Services	16,000	16,480	16,810	16,810	16,810
5200	Purchase of Services	4,000	3,800	3,800	3,800	3,800
5400	Purchase of Supplies	725	725	725	725	725
5700	Other Charges & Expenses	2,000	2,000	2,000	2,000	2,000
5800	Capital Outlay					
DEPARTMENT TOTAL		\$ 22,725	\$ 23,005	\$ 23,335	\$ 23,335	\$ 23,335

**Town of Middleton
Operating Budget FY 2004**

NUMBER		Approved <u>FY 2002</u>	Approved <u>FY 2003</u>	Department Request <u>FY 2004</u>	Selectmen Recommendation <u>FY 2004</u>	Finance Committee Recommendation <u>FY 2004</u>
FUND: 01 GENERAL FUND						
FUNCTION 200: PUBLIC SAFETY						
Department #296 TOWN CONSTABLE						
5100	Personal Services	100	100	100	100	100
DEPARTMENT TOTAL		\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
TOTAL PUBLIC SAFETY FUNCTION 200		\$ 1,962,624	\$ 2,080,779	\$ 2,148,307	\$ 2,148,307	\$ 2,148,307
FUNCTION 300: EDUCATION						
Department #301 MIDDLETON SCHOOL DEPARTMENT						
5100	Personal Services	3,334,074	3,670,587	3,837,660	3,837,660	3,837,660
5200	Purchase of Services	1,284,392	1,352,533	1,327,308	1,327,308	1,327,308
5400	Purchase of Supplies	216,377	175,665	219,599	219,599	219,599
5700	Other Charges & Expenses	135,118	136,564	156,191	156,191	156,191
DEPARTMENT TOTAL		\$ 4,969,961	\$ 5,335,349	\$ 5,540,758	\$ 5,540,758	\$ 5,540,758
* Additional \$25,000 for Health Insurance						
Department #301 NORTH SHORE REGIONAL VOCATIONAL SCHOOL DISTRICT						
5600	Intergovernmental Payments (Middleton's Assessment)	147,505	150,463	230,027	230,027	230,027
DEPARTMENT TOTAL		\$ 147,505	\$ 150,463	\$ 230,027	\$ 230,027	\$ 230,027
Department #302 MASCONOMET SCHOOL DISTRICT						
5600	Intergovernmental Payments (Middleton's Assessment)	3,282,319	3,530,683	5,248,937	5,248,937	5,248,937
5900	Masconomet Building Debt Ser	589,545	604,750	594,864	594,864	594,864
DEPARTMENT TOTAL		\$ 3,871,864	\$ 4,135,433	\$ 5,843,801	\$ 5,843,801	\$ 5,843,801
TOTAL SCHOOL DEPARTMENT		\$ 8,989,330	\$ 9,621,245	\$ 11,614,586	\$ 11,614,586	\$ 11,614,586
FUNCTION 300: EDUCATION						

**Town of Middleton
Operating Budget FY 2004**

NUMBER		Approved	Approved	Department	Selectmen	Finance Committee
FUND: 01 GENERAL FUND		<u>FY 2002</u>	<u>FY 2003</u>	<u>Request</u>	<u>Recommendation</u>	<u>Recommendation</u>
				<u>FY 2004</u>	<u>FY 2004</u>	<u>FY 2004</u>
FUNCTION 400: PUBLIC WORKS & FACILITIES						
Department #420 PUBLIC WORKS DEPARTMENT						
5100	Personal Services	513,441	536,866	541,212	541,212	541,212
5200	Purchase of Services	95,800	97,000	97,600	97,600	97,600
5400	Purchase of Supplies	151,250	153,500	155,490	155,490	155,490
5700	Other Charges & Expenses	33,350	34,350	35,350	35,350	35,350
5800	Capital Outlay	50,000	45,000	10,000	10,000	10,000
DEPARTMENT TOTAL		\$ 843,841	\$ 866,716	\$ 839,652	\$ 839,652	\$ 839,652
Department #425 TRANSFER STATION/SOLID WASTE DEPARTMENT						
5200	Purchase of Services	118,000	130,800	142,300	142,300	142,300
5400	Purchase of Supplies	11,000	12,000	13,000	13,000	13,000
5700	Other Charges & Expenses	36,500	40,200	39,350	39,350	39,350
5800	Capital Outlay					
DEPARTMENT TOTAL		\$ 165,500	\$ 183,000	\$ 194,650	\$ 194,650	\$ 194,650
TOTAL PUBLIC WORKS FUNCTION 400		\$ 1,009,341	\$ 1,049,716	\$ 1,034,302	\$ 1,034,302	\$ 1,034,302
FUNCTION 500: HUMAN SERVICES						
Department #511 BOARD OF HEALTH						
5100	Personal Services	69,375	71,225	72,703	72,703	72,703
5200	Purchase of Services	18,400	16,730	16,730	16,730	16,730
5400	Purchase of Supplies	800	1,000	900	900	900
5700	Other Charges & Expenses	2,500	3,400	2,700	2,700	2,700
DEPARTMENT TOTAL		\$ 91,075	\$ 92,355	\$ 93,033	\$ 93,033	\$ 93,033
Department #541 COUNCIL ON AGING						
5100	Personal Services	85,263	86,676	89,339	89,339	89,339
5200	Purchase of Services	9,025	8,650	8,925	8,925	8,925
5400	Purchase of Supplies	2,580	2,580	3,400	3,400	3,400
5700	Other Charges & Expenses	5,250	5,250	6,300	6,300	6,300
5800	Capital Outlay	1,500	1,500	1,500	1,500	1,500
DEPARTMENT TOTAL		\$ 103,618	\$ 104,656	\$ 109,464	\$ 109,464	\$ 109,464

**Town of Middleton
Operating Budget FY 2004**

NUMBER		Approved	Approved	Department	Selectmen	Finance Committee
FUND: 01 GENERAL FUND		<u>FY 2002</u>	<u>FY 2003</u>	<u>Request</u>	<u>Recommendation</u>	<u>Recommendation</u>
				<u>FY 2004</u>	<u>FY 2004</u>	<u>FY 2004</u>
FUNCTION 600: CULTURE & RECREATION						
Department #610 FLINT PUBLIC LIBRARY						
5100	Personal Services	169,915	182,651	187,363	187,363	187,363
5200	Purchase of Services	30,570	33,890	38,342	38,342	38,342
5400	Purchase of Supplies	53,900	53,900	53,900	53,900	53,900
5700	Other Charges & Expenses	750	750	750	750	750
5800	Capital Outlay	2,300	1,500	1,500	1,500	1,500
DEPARTMENT TOTAL		\$ 257,435	\$ 272,691	\$ 281,855	\$ 281,855	\$ 281,855
Department #630 RECREATION COMMISSION						
5100	Personal Services	10,560	11,086	11,086	11,086	11,086
5200	Purchase of Services	9,675	10,450	10,450	10,450	10,450
5400	Purchase of Supplies	1,800	2,100	2,100	2,100	2,100
5700	Other Charges & Expenses	14,820	15,900	15,900	15,900	15,900
DEPARTMENT TOTAL		\$ 36,855	\$ 39,536	\$ 39,536	\$ 39,536	\$ 39,536
Department #691 HISTORICAL COMMISSION						
5200	Purchase of Services	300	300	300	300	300
DEPARTMENT TOTAL		\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
TOTAL CULTURE & REC. FUNCTION 600		\$ 294,590	\$ 312,527	\$ 321,691	\$ 321,691	\$ 321,691
FUNCTION 700: DEBT SERVICE						
Department #710 DEBT SERVICE						
5801	Principal	585,000	595,000	635,000	635,000	635,000
5915	Interest	362,473	382,131	324,344	324,344	324,344
TOTAL DEBT SERVICE FUNCTION 700		\$ 947,473	\$ 977,131	\$ 959,344	\$ 959,344	\$ 959,344

**Town of Middleton
Operating Budget FY 2004**

REVISED 5-13-03

Replaces Page 20 in Omnibus Budget

NUMBER

FUND: 01 GENERAL FUND

FUNCTION UNCLASSIFIED

Department: MISCELLANEOUS ITEMS

		Approved <u>FY 2002</u>	Approved <u>FY 2003</u>	Department Request <u>FY 2004</u>	Selectmen Recommendation <u>FY 2004</u>	Finance Committee Recommendation <u>FY 2004</u>
195	Town Report	15,000	16,000	16,000	16,000	16,000
196	Audit	11,000	12,000	16,000	16,000	16,000
197	Xmas Lights	400	400	400	400	400
199	Street Lights	50,000	50,000	50,000	50,000	50,000
692	Memorial Day	5,000	5,000	5,000	5,000	5,000
911	Retirement	355,000	360,000	365,000	365,000	365,000
913	Unemployment	7,000	7,000	7,000	7,000	7,000
914	Sick Leave	1,000	1,000	1,000	1,000	1,000
914	Health Insurance	247,000	275,000	298,000	298,000	298,000
915	Group Insurance	4,000	4,000	4,000	4,000	4,000
916	Medicare Payroll Tax	28,000	29,500	31,500	31,500	31,500
945	Liability & Work Comp. Insurance	83,000	92,500	95,000	95,000	95,000
TOTAL UNCLASSIFIED		\$ 806,400	\$ 852,400	\$ 888,900	\$ 888,900	\$ 888,900
TOTAL OPERATING BUDGET		\$ 15,075,725	\$ 15,990,076	\$ 18,065,603	\$ 18,065,603	\$ 18,065,603
GENERAL FUND 01						

NUMBER

FUND: 28 WATER FUND

FUNCTION 400: WATER SPECIAL REVENUE

Department #451 WATER DEPARTMENT

Department #451 WATER DEPARTMENT

5100	Personal Services	51,475	62,356	63,818	63,818	63,818
5200	Purchase of Services	1,500	2,000	2,500	2,500	2,500
5400	Purchase of Supplies	30,000	30,000	32,400	32,400	32,400
5700	Other Charges & Expenses	750	750	750	750	750
5800	Capital Outlay	1,000	-	-	-	-
5900	Debt Service	64,371	62,126	58,308	58,308	58,308
TOTAL WATER FUND 28		\$ 149,096	\$ 157,232	\$ 157,776	\$ 157,776	\$ 157,776
OPERATING BUDGET						
GRAND TOTAL OF		\$ 15,224,821	\$ 16,147,308	\$ 18,223,379	\$ 18,223,379	\$ 18,223,379
GENERAL FUND 01 &						
WATER FUND 28 BUDGETS						

Finance Committee Recommendation: The Finance Committee conditionally recommends this article. At the time of printing of the warrant, the Finance Committee is working with the Masconomet School Committee to reduce the Masconomet Certified Budget. We believe that the School Committee is making a good faith effort to pare expenses and we are willing to recommend the Masco budget at this time, knowing that the budget discussions are ongoing and will result in future reductions.

The Finance Committee recommended the adoption of Article 4 with the following changes:

On warrant book page 20, Department 302, Masconomet School District, line 5600 be increased to \$5,248,937, and that the Department Total be increased accordingly to \$5,843,801 and the Total School Department Function 300: Education be increased to \$11,614,586.

On warrant book page 24: Total Operating Budget General Fund 01 be increased to \$18,065,603 and the Grand Total of General Fund 01 and Water Fund 28 Budgets be increased to \$18,223,379.

These changes reflect an increase of \$61,808, which has to do with Masconomet re-certifying their budget on April 30th, lowering their assessment to Middleton, and also moving the appropriation out of Article 5 into the Omnibus Budget. This increase is the total effect of that.

The Finance Committee recommended that \$18,065,603 be appropriated for the General Government Budget from the following sources:

*\$17,872,103 from the tax levy
160,000 from the Ambulance Fund
7,000 from the Unemployment Fund
10,000 from Fire Alarm Fees
16,500 from Sr. Center fees & NSES Grant*

They also recommended that \$157,776 be appropriated from the Water Enterprise Fund for the Water Fund Operating Budget, for a total of \$18,223,379. The vote to adopt Article 4 as moved by the Finance Committee was unanimous.

Note: The Moderator, observing the custom of recognizing at the beginning of the Meeting those townspeople we have lost during the preceding year, announced that unfortunately this year the list of townsfolk lost is rather long. Noting that these were some people very well thought of in the town, good friends, good co-workers, he referred the Meeting to the Annual Report which lists them on page 3 and to the dedication of the Annual Report to Al Jones who also passed away this year. He suggested that members might individually give a moment of silent reflection on those folks who are no longer with us.

Article 5: On petition of the Board of Selectmen, Finance Committee, Middleton School Committee and Masconomet Regional School Committee to see if the Town will vote to raise and appropriate the sum of \$175,000 for the purpose of completing the funding of operating budgets of; Middleton's General Government Departments, the Masconomet Regional School District Budget as approved and certified by the District on March 19,2003, and the Middleton School Department, for the fiscal year beginning July first two thousand and three; provided that said approval shall be contingent upon the passage of a Proposition 2 ½ referendum under Massachusetts General Laws Chapter 59, Section 21C, and to see if such funds will be raised by taxation.

The Finance Committee recommended that Article 5 be passed over because we have sufficient levy capacity for FY04 without this override. The appropriations under this article were moved over to Article 4, the Omnibus Budget.

Article 6: On petition of Jeffrey Appelstein and more than ten registered voters to see if the Town will vote raise and appropriate the sum \$485,000 to extend the public water line on Forest Street

from its terminus at Upton Hills Lane to the North Reading Town line; and to see if such funds will be raised by transfer from the Water Enterprise Fund, by borrowing or by any combination thereof.

The Finance Committee made a motion that the sum of \$485,000 is hereby appropriated to pay costs of extending the public water line on Forest Street from its terminus at Upton Hills Road to the North Reading Town Line, and for the payment of all other costs incidental and related thereto, and that to meet this appropriation the Town Treasurer, with the approval of the Selectmen, is hereby authorized to borrow said money under and pursuant to Chapter 44, Sections 7 and 8 of the General Laws, or pursuant to any other enabling authority, and to issue bonds or notes of the Town therefor.

The Finance Committee recommended this article, because it represents one part of the master plan for the water distribution system in Middleton. It will also allow us to connect to the North Reading water supply system to help with a little bit of drought relief if we run into problems here. They explained that the debt service would be paid from the receipts in the Water Enterprise Fund. The Planning Board also recommended Article 6. The Moderator explained that an article involving bonding requires a 2/3 vote for approval. The motion carried on a unanimous voice vote.

Article 7: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$11,500 to upgrade the radio system in the dispatch center; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, because it will allow the Fire Dept. to upgrade the console that contains the radio and E-911 equipment, since parts are no longer available to repair this console. They recommended that this appropriation be funded from Free Cash. The motion carried unanimously.

Article 8: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$26,000 to purchase one additional semi-automatic defibrillator and one Twelve Lead EKG Automatic Defibrillator Machine; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written. \$23,000 is to be used to purchase a 12 lead automatic defibrillator. State law requires that one of these machines be placed in each ambulance by November of this year. \$3000 is for one semi-automatic defibrillator that will be placed in each fire Department vehicle. They recommended that the funds come from the Ambulance Fund. The motion carried unanimously.

Article 9: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$10,000 to purchase an Air Compressor Tank Refilling System for SCBA (self contained breathing apparatus) equipment; and to see if such funds will be raised by taxation; by transfer from available funds; by borrowing or by any combination thereof.

The Finance Committee recommends this article as written. This compressor will allow the Fire Department to fill the SCBA tanks to 4500psi rather than the 3000psi we use now. This allows firefighters more time in between tank changes when fighting fires. The funding is to come from the Overlay Reserve. The motion carried unanimously.

Article 10: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$13,500 to renew the contract with a professional ambulance billing service to process payment from all third party insurance agencies and recover the authorized reimbursement for ambulance services from Medicare and Medicaid; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article with the funding to come from the Ambulance Fund. We have been using this service for the last few years. It has allowed the Town to achieve a

90% collection rate as opposed to the 50% rate we were getting prior to using this service. It also allows for 3rd party billing. The motion carried by a majority.

Article 11: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$6,000 to purchase one remote radio receiver and radio shelter, said funds to be expended only if a telecommunications tower is erected off Pinedale Road, (as recently permitted by the Board of Appeals), and to see if such funds will be raised by taxation; by transfer from available funds; by borrowing or by any combination thereof.

The Finance Committee recommended this article: the funding to come from the Free Cash. This radio receiver will allow the Fire Department to have better coverage throughout the Town. The motion carried unanimously.

Article 12: On petition of Currier/Holdings LLC, James D. Rogers, individually, and Samuel Camponsescki, as Trustee of Five Forms Way Realty Trust, u/d/t and more than ten registered voters of the Town of Middleton to see if the Town will vote to amend the official Zoning Map of the Town of Middleton dated October 29, 1965 and revised March 1984, August 1996, May 2000, May 2001, and October 2002 in the following manner:

Land abutting the Business District on the west side of South Main Street, south of Park Avenue and north of Forms Way:

- To rezone from "R-1a" (Residence, 20,000 square foot minimum lot size) to "B" Business the following land: a portion of Lot 7, as shown on Middleton Assessor's Map Number 29 revised January 1, 2002, containing in all one tenth (0.10) of an acre, plus or minus.
- To rezone from "R-1a" (Residence, 20,000 square foot minimum lot size) to "B" Business the following land: a portion of Lot 4A, as shown on Middleton Assessor's Map Number 29 revised January 1, 2002, containing in all one quarter (0.25) of an acre, plus or minus.
- To rezone from "R-1b" (Residence, 40,000 square foot minimum lot size) to "B" Business the following land: a portion of Lot 4A, as shown on Middleton Assessor's Map Number 29 revised January 1, 2002 containing in all one quarter (0.25) of an acre, plus or minus.
- To rezone from "R-1b" (Residence, 40,000 square foot minimum lot size) to "B" Business the following land: a portion of Lot 4, as shown on Middleton Assessor's Map Number 29 revised January 1, 2002, containing in all one half (0.50) of an acre, plus or minus.
- To rezone from "R-1b" (Residence, 40,000 square foot minimum lot size) to "B" Business the following land: a portion of Lot 1, as shown on Middleton Assessor's Map number 29 revised January 1, 2002, containing in all one quarter (0.25) of an acre, plus or minus.

The Finance Committee deferred to the Planning Board for a recommendation. The Planning Board recommended the article as written and the motion was seconded from the floor. A vote was taken by a showing of cards, and the results were Yes—130; No—21. The motion carried.

Article 13: On petition of Arline R. Kunz, individually, and John O. Kunz and Arline R. Kunz, as Trustees for the Kunz Nominee Trust u/d/t and more than ten registered voters of the Town of Middleton to see if the Town will vote to amend the official Zoning Map of the Town of Middleton dated October 29, 1965 and revised March 1984, August 1996, May 2000, May 2001, and October 2002 in the following manner:

Land abutting the Business District on the west side of South Main Street, south of the entrance to the Fuller Meadow School and north of Fuller Pond Road, the entrance to the Fuller Pond Village:

- To rezone from "R-1a" (Residence, 20,000 square foot minimum lot size) to "B" Business the following land: a portion of Lot 66A, as shown on Middleton Assessor's Map Number 29 revised January 1, 2002, containing in all three quarters (0.75) of an acre, plus or minus.
- To rezone from "R-1a" (Residence, 20,000 square foot minimum lot size) to "B" Business the following land: a portion of Lot 66B, as shown on Middleton Assessor's Map Number 29 revised January 1, 2002, containing in all one quarter (0.25) of an acre, plus or minus.

The Finance Committee deferred to the Planning Board. The Planning Board recommended this amendment, and their motion was seconded from the floor. A vote was taken by a showing of cards, and the results were Yes—124; No—31. The Moderator declared that a two-thirds majority had been achieved, and the motion carried.

Article 14: On petition of the Board of Selectmen and the Historical Commission to see if the Town will vote to approve the Tax Increment Financing Plan and Agreement for a Retail Plaza of Warren Kelly and William Baert Jr., d/b/a Baert Marine Nominee Trust at a site located at 100 South Main Street, Middleton, MA shown on Proposed Site Plan of Land in Middleton dated June 14, 2002, June 26, 2002, August 8, 2002, October 10, 2002, and October 23, 2002 prepared by John J. Decoulas, Civil Engineer Danvers Industrial Park 3 Electronics Avenue, Danvers, MA 01923 as part of a Tax Increment Financing Zone which provides exceptional opportunities for increased economic development.

Said Agreement shall be in return for; a relocation of said business to the Town of Middleton, a subsequent increase in the assessed value of the property based on improvements of said property, and the preservation, repair, and reuse of the former Jacob Fuller home by said business. Said agreement will provide for an exemption of property taxes or a percentage thereof based on said growth increment in assessed valuation of the property according to the requirements of Massachusetts General Laws, Chapter 23A, Section 3E, Chapter 40, Section 59, and Chapter 59, Section 5, Clause 51; pursuant to the provisions of 751 CMR 11.04 (1)(b) and 402 CMR 2.18. A copy of said Agreement is on file with the Town Clerk. In the event that the Corporation is not able to preserve, reconstruct and reuse the former Jacob Fuller home due to excessive physical deterioration of the structural components, the TIF Agreement shall become null and void.

Purpose of Article: The purpose of a Tax Increment Financing Plan is to offer economic incentives to a developer to expand or relocate a business to a community and create jobs and new property valuation for the tax base. In this case the developer was asked by the Town to preserve the original 1714 Jacob Fuller Homestead by incorporating the structure into the new retail plaza that will house the marine/boat business. A portion of the property taxes are exempt for a period of five years after which the property owner will pay taxes on full and fair market assessed value. The developers have agreed to use all savings in tax dollars towards the costs of preserving the historic home on the site. This development will create up to 40 new jobs and bring a total of up to 60 jobs to Middleton and house three to five new businesses.

The Finance Committee recommended this article as written, because the project will protect this historical property in Middleton, and bring new jobs to town. After some discussion, the motion carried by a majority voice vote.

Article 15: On petition of the Fire Chief and Police Chief to see if the Town will vote to raise and appropriate the sum of \$13,500 to purchase or lease a new telephone/internal communications

system in Fire Headquarters and the Police Station; and to see if such funds will be raised by taxation; by transfer from available funds; by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, with the funding to come from Overlay Reserve. The motion carried on a unanimous voice vote.

Article 16: On petition of the Police Chief to see if the Town will vote to re-authorize the firearms license and permit revolving fund under Massachusetts General Laws Chapter 44, Section 53E ½, and to authorize the use of such fees for firearm permits issuance expenses, and the purchase of equipment and technology associated with the implementation of Chapter 180 of the Acts of 1998, or to take any other action thereof.

The Finance Committee recommended this article as written, explaining that the revolving firearms license and permits fund is self-sustaining. The motion carried unanimously.

Article 17: On petition of the Police Chief to see if the Town will vote to raise and appropriate the sum of \$16,500 to purchase one radio repeater for the Police Department; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written with the funding to come from the Overlay Reserve. The motion carried unanimously.

Article 18: On petition of the Police Chief to see if the Town will vote to adopt the provisions of Chapter 40, Section 8G of the Massachusetts General Laws, entitled "Agreements for Mutual Police Aid Programs" and provides: "Any city or town which accepts this section may enter into an agreement with another city or town, or other cities or towns, to provide mutual aid programs for police departments to increase the capability of such departments to protect the lives, safety and property of the people in the area designated in the agreement. Said agreement may include the furnishing of personal services, supplies, materials, contractual services, and equipment when the resources normally available to any municipality in the agreement are not sufficient to cope with a situation which requires police action.

OVERVIEW OF CHAPTER 40, SECTION 8G

By accepting the provisions of Massachusetts General Laws, Chapter 40, Section 8G, the Town of Middleton and its Police Department could enter into a written mutual aid agreement with other communities for various services and the agreement will set forth the understandings of the parties on issues such as how assistance is to be requested, payment of salary and expenses, indemnification, procedures, and insurance issues which are not addressed squarely in any other statute. This would allow the city or town to access the resources of numerous other communities on an on-going basis without interruption. The ability to share resources, including personnel, facilities, equipment, training, and bulk purchasing with other departments is more important than ever.

Given the reduction in local aid, many communities have or will experience workforce reductions. A Police Department that is forced to operate short of manpower stands to benefit greatly if its city or town has adopted the provisions of Massachusetts General Laws, Chapter 40, Section 8G in that, the Police Department can contract with other law enforcement agencies for their services and a greater degree of police presence in the event of an emergency. By doing so, any threat to officer safety is addressed by increasing the compliment of police officers able to respond and the level of policing services provided to the community is enhanced with the availability of an increased workforce that in many cases has specialized expertise in various areas of law enforcement.

In addition to increasing the number of police officers available to the community, acceptance of this statute would enable the Police Department to enter into agreements with other law enforcement agencies that will facilitate regional planning for issues affecting the surrounding areas and preparedness for a significant event or crisis, such as a terrorist threat. Existing communities that have implemented contracts pursuant to Massachusetts General Law, Chapter 40, Section 8G have received and benefited from mutual aid and assistance in the areas of narcotics investigations, cyber crime investigations, crime scene services, hostage negotiations, K-9 services, public safety mapping services, accident investigations, commercial vehicle enforcement services, special weapons and tactics teams, and school threat assessment and response teams.

The Finance Committee recommended this article as written, explaining that this article will put into writing, agreements which are now informal and also that there is no appropriation along with this article. The motion carried unanimously.

Article 19: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$148,014 to install drainage, widen, pave and otherwise improve any public ways in accordance with the provisions of Section 34, Chapter 90 of the Massachusetts General Laws, and to see if such funds to be reimbursed by the Commonwealth of Massachusetts, Department of Public Works.

The Finance Committee recommended this article as written, with the appropriation to come from Chapter 90 funds. The motion carried unanimously.

Article 20: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$15,000 for engineering and consulting services to develop and implement the first phase of the five year plan of the Massachusetts Department of Environmental Protection's mandated Phase II Storm Water Regulations Program; and to see if such funds will be raised by transfer from the Water Enterprise Fund.

The Finance Committee recommended this article as written. The funding of this article will come from the Water Enterprise Fund. The motion carried unanimously.

Article 21: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$13,300 to pave two streets in Oakdale Cemetery and to see if such funds will be transferred from the Oakdale Cemetery Endowment Fund.

The Finance Committee recommended this article as written, because the condition of these two roads in the Oakdale Cemetery is quite poor and requires immediate attention. The money is to come from the Cemetery Endowment Fund. The motion carried unanimously.

Article 22: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$25,000 to purchase a new utility pick-up truck with snow plow attachment to be used together with the trade-in value of the department's existing Chevrolet C-3500 truck; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, explaining that the purchase of this truck is part of the five-year capital plan for the Department of public works. This plan is developed to avoid overburdening the Town in any single year. The purpose of creating this plan is to create a time-line for acquiring capital items. A delay in this purchase would defer the expenditure not extinguish it, compounding the burden on the tax rate when other necessary capital items will be scheduled for acquisition or replacement. The funds will come from the Water Fund. The motion carried unanimously.

Article 23: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$14,000 to purchase one athletic field turf core aerator, one walk behind snow-blower, and one sixty-one inch deck riding lawn mower; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommends this article as written, explaining that these pieces of equipment are necessary in order to maintain the Town's playing fields and to keep sidewalks and walkways on Town property clear. The source of funding is to be Free Cash. The motion carried unanimously.

Article 24: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$6,000 for professional services to perform residential and commercial water consumption audits on excessive users of the public water supply, public conservation outreach and school educational seminars; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, with the funds to come from the Water Enterprise Fund. The motion carried unanimously.

Article 25: On petition of the Electric Light Commissioners to see if the Town will vote to accept an additional \$47,566 from the earnings of the Light Department, said sum to be used for the reduction of taxes. This amount was voted by the Commissioners in anticipation of future savings of the Department. resulting from inclusion of a \$620,000 refinancing of the remaining debt on the Essex Street Substation within a General Obligation Bond of the Town of Middleton sold last January.

The Finance Committee enthusiastically recommended this article as written. The motion carried unanimously.

Article 26: On petition of the Electric Light Commissioners to see if the Town will vote to accept \$104,575 from the earnings of the Electric Light Department, said sum to be used for the reduction of taxes.

The Finance Committee recommended this article as written. The motion carried unanimously.

Article 27: On petition of the Electric Light Commissioners to see if the Town will authorize the appropriation of all income of the Municipal Light Department, the whole to be expended by the Manager thereof under the direction and control of the Commissioners, for the expenses of the Department for the Fiscal Year as defined in Section 57 of Chapter 164 of the General Laws of the Commonwealth, and the excess to be transferred to the Depreciation Fund of said Department to be used as the Commissioners may direct hereto.

The Finance Committee recommended this article as written. The motion carried unanimously.

Article 28: On petition of the Board of Selectmen to see if the Town will vote to accept Dearborn Way as a Town Street as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board recommended adoption of Article 28, and the motion carried unanimously.

Article 29: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$50,000 to make exterior and interior repairs to Memorial Hall including but not limited to: front entrance doors and trims, the foundation and sills, mechanical/electrical wiring,

carpeting, painting, ceiling repairs, window screens, and to see if such funds will be raised by taxation; by transfer from available funds; by borrowing or by any combination thereof.

The Finance Committee recommended the adoption of this article, with the funds to come from Overlay Reserve. The motion carried unanimously.

Article 30: On petition of the Middleton Housing Authority and Board of Selectmen to see if the Town will vote to establish an Affordable Housing Committee to be appointed by the Town Moderator. The Committee shall investigate opportunities and methods available for increasing affordable housing in the Town of Middleton and report its recommendation(s) to Town Meeting and Town Board(s).

The Committee shall have at least five members and one alternate, but not more than seven members and one alternate, for a term of two years. Membership shall consist of Middleton residents with expertise and/or experience in the following areas or related fields: Real Estate, Law, Planning, Development, Construction, and Finance. Two members and one alternate shall be appointed from the Middleton Housing Authority and the Executive Director of the Middleton Housing Authority and other town departments heads shall serve as Ex-Officio members as needed and as requested by the Affordable Housing Committee.

Purpose: The Committee will explore options for increasing the affordable housing opportunities for Middleton residents and employees. The information provided would enable the citizens of Middleton to determine whether any type of affordable housing increase may be desired and methods available to pursue any such housing.

The Finance Committee recommended this article as written, which does not require any appropriation of funds. The motion carried unanimously.

Article 31: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$78,000 to replace the two roofs on Memorial Hall including the sheathing, shingles, and insulation, and to reconstruct and line the chimney; and to see if such funds will be raised by taxation; by transfer from available funds; by borrowing or by any combination thereof.

The Finance Committee recommended the adoption of this article, with the funding source to be the Overlay Reserve. The motion carried unanimously.

Article 32: On petition of the Board of Selectmen and Finance Committee to see if the Town will vote to raise and appropriate the sum of \$15,000 to be used for funding family and youth counseling services to Middleton students at Masconomet and other Middleton families and students with said services to be contracted through the Tri-Town Council; and to see if such funds will be raised by taxation; by transfer from available funds; by borrowing or by any combination thereof.

The Finance Committee did not recommend this article, because Middleton's commitment to this article was conditioned upon a matching commitment from Topsfield and Boxford, but those towns decided not to place similar articles on their Annual Town Meeting Warrants. Adoption of Article 32 was moved and seconded from the floor. Rodney Pendleton of the Tri-Town Council spoke in favor of the article explaining that this appropriation would fund a part-time counselor for Middleton students similar to the Middleton's Employee Assistance Program. The Finance Committee specified that the funding should come from Free Cash. The motion carried unanimously.

Article 33: On petition of the Board of Selectmen to see if the Town will vote to authorize the Selectmen to execute any and all instruments as may be necessary on behalf of the Town of Middleton to effect a land exchange between the Town and the land owner of 47 Locust Street as shown on a plan entitled, "Plan of Land Being a Subdivision of Land Court Case 16270 L Located

in Middleton, Massachusetts prepared for Thomas J. Flatley and Town of Middleton, December 6, 2002 Meridian Engineering, Inc. Said plan shows two parcels of land each 2,799 square feet that are proposed to be exchanged in order to extend the buffer zone between the proposed new house and the town land which was purchased in 2001 to be used for open space and a future municipal facility.

The Finance Committee recommended the article as written. The Planning Board recommended it as well. After an explanation by the Town Administrator, the Meeting voted unanimously to adopt Article 33.

Article 34: On petition of the Board of Selectmen to see if the Town will vote to transfer a sum of money to be taken from Free Cash to apply to and reduce the Fiscal Year 2004 Tax Rate.

The Finance Committee recommended that \$150,000 be taken from Free Cash to apply to and reduce the Fiscal Year 2004 Tax Rate, and the motion carried unanimously.

Article 35: On petition of the Board of Selectmen and Finance Committee to see if the Town will vote to appropriate a sum of money to the Stabilization Fund, and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended that \$200,000 be transferred from Free Cash to the Stabilization Fund. The motion carried unanimously.

Finance Article 36: On petition of the Middleton Conservation Commission to see if the Town will vote to amend the Middleton Zoning Bylaws, by adding the following sentence after the numerals 1956 to Section 3.2.3 Contour Lines (as shown in italics):

"The land within each hatched area on the Zoning Map at a lower elevation than the contour defining that hatched area and the land below that contour, outside but contiguous with that within the hatched area, are in the conservancy district".

The proposed new section will then read as follows:

Section 3.2.3 Contour Lines:

Contour lines which define the Conservancy District are of indicted elevation above the datum mean sea level of the U.S. Geological Survey as shown on the U.S.G.S. Maps-1: 24,000, dated 1950, 1953, and 1956. ***The land within each hatched area on the Zoning Map at a lower elevation than the contour defining that hatched area and the land below that contour outside but contiguous with that within the hatched area, are in the conservancy district.***

And by adding the following words to the second paragraph of Section 4.8. "C".

Section 4.8 "C" Conservancy District.

After the word "land" in the first sentence of the second paragraph and before the word "shown" insert the following: ***"in or near a hatched area labeled with a contour elevation as"***, and after the words Conservancy District insert the following: ***"as defined by the contour elevation noted on that District (See Section 3.2.3 of this Bylaw)"***

The proposed new second paragraph of Section 4.8. "C" will then read as follows:

If any land ***"in or near a hatched area labeled with a contour elevation as"*** shown on the Zoning Map as being within a Conservancy District ***as defined by the contour elevation noted on that District (See Section 3.2.3 of this Bylaw)*** is proven to the satisfaction of the Conservation Commission and the Board of Appeals, after reference of the proof to and report by

the Planning Board and Board of Health, as being in fact not subject to flooding or not unsuitable because of drainage conditions for residential use, and that the use of such land for residence will not interfere with the general purpose for which Conservancy Districts have been established and will not be detrimental to the public health, safety or welfare, the Board of Appeals, after approval of the Conservation Commission, may permit the use of such land for single-family residence under all the provisions of this bylaw applying to the R-1 Residential Districts.

The Finance Committee did not make a recommendation on Article 36, and Gertrude Dearborn of the Conservation Commission asked that it be passed over. No action was taken on Article 36.

Article 37: On petition of the Middleton Conservation Commission to see if the Town will vote to amend the Middleton Zoning Bylaws, by adding the following words to the last sentence of Section 10.1 Building Inspector.

By adding the following words after the words "Planning Board", the following: **"and in interpretations involving Conservancy and Reservoir Watershed Districts the Conservation Commission. The Board of Health shall be consulted when interpretations involve Reservoir Watershed Districts. These Boards shall be notified of any interpretation in writing and in a timely manner."**

The proposed new section will then read as follows:

Section 10.1 Building Inspector:

The provisions of this bylaw shall be administered and enforced by the Inspector of Buildings appointed by the Selectmen under the provisions of Chapter 1, Section 10.5.1 of the State Building Code as well as **Massachusetts General Laws and ordinances of the Town of Middleton**. On any **interpretation** question, the officer or officers administering these provisions shall consult the Planning Board, **and in interpretations involving Conservancy and Reservoir Watershed Districts and the Conservation Commission**. The Board of Health shall be consulted when **interpretations involve Reservoir Watershed Districts**. These Boards shall be notified of any interpretation in writing and within five days of that interpretation. It shall be the duty and obligation of the person or entity seeking the interpretation and owner of the land in question to ensure that the above referred boards have been so notified.

Gertrude Dearborn, Chairman of the Conservation Commission made the following motion on Article 37:

On petition of the Middleton Conservation Commission to see if the Town will vote to amend the Middleton Zoning Bylaws Section 10.1 Building Inspector. The proposed new section will then read as follows:

Section 10.1 Building Inspector

The provisions of this bylaw shall be administered and enforced by the Inspector of Buildings appointed by the Selectmen under the provisions of Chapter 1, Section 10.5.1 of the State Building Code as well as **Massachusetts General Laws and bylaws of the Town of Middleton**. On any **interpretation** question, the officer or officers administering these provisions shall consult the Planning Board, **and in interpretations involving Conservancy and Reservoir Watershed Districts, the Conservation Commission**. The Board of Health shall be consulted when **interpretations involve Reservoir Watershed Districts**. These Boards shall be notified of any interpretation in writing and within five days of that interpretation. It shall be the duty and obligation of the person or entity seeking the interpretation and owner of the land in question to ensure that the above referred boards have been so notified.

Her motion was seconded from the floor. The Planning Board recommended adoption of the article. At the Moderator's request, it was explained that this motion just adds to the existing Section 10.1. The vote was taken by a showing of cards, and the results were yes—111; No—7. The motion carried.

The Moderator recognized the presence of Senator Bruce Tarr in the hall and proposed a brief recess to allow the senator to address the meeting.

Article 38: On petition of the Board of Selectmen at the request of the Flatley Company to see if the Town will vote to amend the Middleton Zoning Bylaws, Sections 5.9.1 and 5.9.3A. as follows:

To delete Section 5.9.1 Lot Area in its entirety and substitute the following new section:

Section 5.9.1 Lot Area:

For each building unit (accessory buildings and age 55 and older restricted dwelling unit buildings specifically excluded in an IH District there shall be a lot area of one hundred sixty-thousand (160,000) square feet (3.673 acres) and the total number of apartment dwelling units in an IH District shall not exceed 416 of such units, plus an additional 5 units in which at least one permanent resident is over 55 years of age. The maximum number of buildings (accessory buildings and age 55 and older restricted dwelling unit buildings specifically excluded) in an Interstate Highway Business Zone District shall not exceed eight.

Section 5.9.3.A Lot Frontage and Width:

A. By adding after the words **IH District** the following words:
"accessory buildings and age 55 and older restricted dwelling unit buildings specifically excluded."

The proposed new section will then read as follows:

Section 5.9.3.A. Lot Frontage and Width:

The minimum lot frontage shall be four-hundred (400) feet for each building in an IH District, **accessory buildings and age 55 and older restricted dwelling unit buildings specifically excluded.**

Purpose: The petitioner is seeking a small zoning change to allow the additional construction of five (age 55 restricted) residential units on the north side of Village Road across the street from the Sheraton Hotel on a four-acre parcel of land. These additional units would be combined with five residential units currently available under the existing regulations and all ten units will be age 55 restricted.

The Finance Committee deferred to the Planning Board. The Planning Board reported that by a vote of 3 in favor and 2 opposed they had voted to recommend the article, which was seconded from the floor. The vote was taken by a showing of cards. The results were 49 ayes; 62 nays. The motion did not carry, because a 2/3 majority was required.

Article 39: On petition of the Board of Selectmen to see if the Town will vote to approve a Special Act to be submitted to the General Court by the Middleton delegates of the Massachusetts State Legislative to grant easements to Maritimes & Northeast Pipeline, L.L.C. as follows:

AN ACT AUTHORIZING THE TOWN OF MIDDLETON TO GRANT CERTAIN EASEMENTS

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. The town of Middleton may grant by Grant of Location and Easement Agreement to Maritimes & Northeast Pipeline, L.L.C., a Delaware limited liability company, a permanent easement not more than 50 feet wide over a parcel of land located in the town and under the management and control of the conservation commission of the town, together with temporary work space for construction purposes 25 feet wide, immediately adjacent to the area of the proposed permanent easement, as shown on the plan of land described below. The right to use the temporary workspace shall expire 12 months after completion of construction. The land, presently being used for conservation purposes, is described on a plan of land entitled, "Maritimes and Northeast Pipeline, Middleton, Essex County, Massachusetts, Dwg. No. ME-P-9167" on file with the town, which shall be recorded with the southern district registry of deeds in Essex county.

The easement shall be used for the installation and maintenance of an interstate natural gas transmission line, which shall be installed underground, together with appliances and appurtenances necessary thereto.

SECTION 2. The town of Middleton may grant by Grant of Location and Easement Agreement to Maritimes & Northeast Pipeline, L.L.C., a Delaware limited liability company, a 50 foot wide permanent easement over a parcel of land located in the town and under the management and control of the conservation commission of the town, together with temporary work space for construction purposes 25 feet wide, immediately adjacent to the area of the proposed permanent easement; all as more particularly shown on the plan of land described below. The rights to use the temporary workspace and additional temporary workspace shall expire 12 months after completion of construction. The land, presently being used for conservation purposes, is described on a plan of land entitled, "Maritimes & Northeast Pipeline, Middleton, Essex County, Massachusetts, Dwg. No. ME-P-9168", on file with the town, which shall be recorded with the southern district of the registry of deeds in Essex county.

The easement shall be used for the installation and maintenance of an interstate natural gas transmission line which shall be installed underground, together with appliances and appurtenances necessary thereto.

SECTION 3. In consideration for the easement authorized in sections 1 and 2, inclusive, Maritimes & Northeast Pipeline, L.L.C., shall pay or have paid to the town of Middleton in the aggregate \$60,507.44 which amount is equivalent to or in excess of the fair market value of the easements granted.

SECTION 4. This act shall take effect upon its passage.

Both the Finance Committee and the Planning Board recommended that the Meeting adopt Article 39 as written. A voice vote was taken, and the motion carried by a majority.

Article 40: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$5,000 for HVAC design and engineering services for the replacement of the heating system at the Fire Department; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, with the funding to be from the Overlay Reserve. The motion carried by a majority.

Article 41: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$25,000 for the purchase of computer servers for the town's financial system network; and for operating software upgrades, and installation and data conversion

expenses and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, with the funds to come from Free Cash. The motion carried unanimously.

Article 42: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$16,000 to be used for transitional expenses associated with the retirement of the Town Accountant including costs of recruitment, hiring, training, transitional salaries, and independent auditor expenses for the turnover of the Town's financial records to the new Town Accountant; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, with the funding to come from Free Cash. It was explained that the Town Accountant is retiring and this money is required to allow the Town a smooth transition. This article will allow the Town to pay for training for a new Town Accountant and clerk when the present Town Accountant retires. It will also pay for consulting fees and other expenses when a new Town Accountant is hired. The motion carried unanimously.

Article 43: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$4,000 to make structural repairs to the flag pole behind the veterans memorial monuments on the grounds of the Flint Public Library; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, with the funding to come from Free Cash. The motion carried unanimously.

Article 44: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$6,000 for the repairs to the heating system at the Senior Center at Old Town Hall; and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written, with the funds to come from Free Cash. This article will replace the burner and the blower in the present furnace at Old Town Hall. The motion carried unanimously.

At the request of the Moderator, the Town Administrator gave a brief explanation of the fact that even though no action was taken on Article 5 (\$125,000 Override), voters at the poles on Monday, might still vote to authorize the override. This would enable the Town to come back to Town Meeting to appropriate that money, or some part of it, if needed.

A motion was made and seconded from the floor to dissolve the meeting, and at 10:17 p.m. the vote to do so was unanimous.

Attest, a True Copy,
Sarah B. George, Town Clerk

RESULTS OF ANNUAL TOWN ELECTION

MAY 19, 2003

TOTAL BALLOTS CAST	616
TOTAL VOTERS	4264
% VOTING	14%

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
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Moderator

Tragert	312	178	490
All Others	2	0	2
Blanks	82	42	124

Selectman (2)

Jones	289	169	458
Mugford	271	162	433
Prentakis	1	5	6
All Others	11	2	13
Blanks	220	102	322

Assessor

Carbone	207	153	360
Wheatley	153	54	207
All Others			
Blanks	36	13	49

Elem Sch Comm (2)

Brickett	267	159	426
Leitner	278	166	444
All Others	1	0	1
Blanks	246	115	361

Reg. Sch. Comm.

Osgood	291	185	476
All Others			
Blanks	105	35	140

Planning Board

Weitzler	283	173	456
All Others	1	2	3
Blanks	112	45	157

OFFICE/QUESTION Light Commissioner	PRECINCT 1	PRECINCT 2	GRAND TOTAL
For three years (2)			
Kassiotis	216	108	324
Hannon	138	85	223
Kelley	263	165	428
All Others			
Blanks	175	82	257
For two years			
Kiley	318	172	490
All Others			
Blanks	78	48	126
Library Trustee (2)			
Gianni	304	187	491
Kirwin	295	179	474
All Others			
Blanks	193	74	267
Question 1			
Yes	130	61	191
No	247	149	396
Blanks	19	10	29
Question 2			
Yes	253	120	373
No	127	95	222
Blanks	16	5	21

TOWN OF MIDDLETON SPECIAL TOWN MEETING

JANUARY 27, 2004

On Tuesday, January 27, 2004, voters of the Town of Middleton met at the North Shore Technical High School Auditorium, 30 Log Bridge Road, Middleton, MA. Moderator Henry Tragert called the Meeting to order at 7:50 p.m. and declared that a quorum was present. (It was later shown that 108 voters were in attendance.) Town Clerk Sarah George read the return of service of the warrant, showing that the Meeting had been duly called and posted.

The Moderator introduced our new Town Accountant, Andrew Vanni, to the Meeting, as well as Superintendent of the Tri-Town School Union, Dr. Bernard Creedon.

The articles of the Special Town Meeting warrant were then disposed of as follows:

Article 1: To hear and act on Committee Reports. Kosta Prentakis reported for the Bylaw Review Committee that the committee had begun its work by focusing on the Zoning Bylaw. The committee's goal is to make the Zoning Bylaw more user friendly by resolving substantive inconsistencies and adopting a more understandable and easier to use format. He also reported for the Master Plan Committee that last month the Committee had recommended to the Board of Selectmen that the Town adopt the Community Preservation Act as an alternative funding source for projects that the Town would otherwise undertake with local tax dollars. Christine Lindberg, Chair of the Flint Public Library Building Committee, reported that a \$2.4 million grant has been funded by the state.

Article 2: On petition of the Board of Selectmen and School Committee to see if the Town will vote to raise and appropriate the sum of \$240,000 for the purpose of reconstructing and repairing a septic system on town-owned land behind the Howe-Manning School; and to see if such funds will be raised by taxation, by transfer

from available funds, by borrowing or by any combination thereof.

Purpose: This article funds the replacement of the Howe-Manning School septic system. The septic system failed Title V testing and must be replaced in its entirety per order of the Middleton Board of Health. An engineering design has been completed and approved. Funding this article will enable the School Committee to complete final specifications and construction documents so that the project can be bid, a contract awarded and construction completed during the summer before school re-opens in September. Given the estimated six to eight week construction phase, it is necessary that the construction phase begin before the end of June immediately after the close of the school year.

The Finance Committee recommended that Article 2 be adopted as written, and that the funds be taken from the Stabilization Fund. Jack Leitner of the School Committee spoke in favor of the project. The Finance Committee's motion carried unanimously.

Article 3: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$125,000 to pay for the Town's share of the costs of extending the public water line from its terminus at 261 North Main Street a distance of approximately 2,900 feet in accordance with the terms and conditions of an Agreement between the Town of Middleton and Property Owners on North Main Street, Rockaway Road and Sylvan Street and to see if such funds will be raised by transfer from the Water Surplus Fund, by borrowing, or by any combination thereof.

The Finance Committee recommended adoption of Article 3 with the funds to be taken from the Water Surplus Fund. The Planning Board also recommended extending the North Main Street water line, and the motion carried unanimously.

Article 4: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$3,600 to purchase a new air compressor with an eighty gallon vertical tank which supplies air pressure to the emergency brakes on the fire apparatus

and the station's emergency fire whistle; and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended buying this air compressor by raising the \$3,600 from Free Cash, and the Meeting voted to do so unanimously.

Article 5: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$7,012 to provide a local 10% cash match for a grant of \$70,119 from the Federal Emergency Management Agency's Assistance to Firefighters Grant Program to purchase fire fighter protective clothing and turnout gear, and install carbon monoxide gas venting equipment for the fire station; and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

Based on the Finance Committee's recommendation, the Meeting voted to appropriate \$7,012 from Free Cash to match the FEMA grant for Fire Department equipment.

Article 6: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$20,000 to fund legal, engineering, and technical services to appeal the Massachusetts Water Management Act's Ten Year Water Withdrawal Permit # 2003-080 issued by the State Department of Environmental Affairs and to see if such funds will be raised by transfer from the Water Surplus Fund.

Purpose: This article funds the expenses of the Town in appealing the permit issued by the DEP last May under the State's Water Management Act. This permit issued every ten years restricts the actual usage of water in Middleton to an amount that is 32% below actual current average daily consumption. The State is being heavily lobbied and sued by environmental groups who are appealing all permits issued within the 14 town and city land area known as the Ipswich River Watershed. Middleton does not withdraw any of its public water directly from the river and uses only 1.8% of the daily consumption

of the Ipswich River basin's total withdrawal of 30 million gallons a day.

Almost 98% of Middleton's water usage is returned to the Ipswich River Watershed through in-ground septic systems. As importantly, Middleton's 14.5 square miles of land area contributes more than 15.2 million gallons of water per day through annual runoff of normal rainfall, this after evapotranspiration. This is because none of the storm water collected on streets and through drainage ways is pumped outside of the basin unlike most of the larger towns (Danvers) and the cities (of Peabody, Salem, Beverly, and Lynn) that consume the bulk of the water pumped from the river basin.

Thus, Middleton is a net contributor to the Ipswich River Watershed Basin by more than 14.6 million gallons a day. The State is penalizing Middleton for the massive amounts of water pumped out of the basin and the excessive consumption of water by the basin's larger communities.

If the permits, as issued by the State, are not modified, it is estimated that water rates are likely to rise quickly as the Middleton and Danvers joint water supply is forced to purchase water from outside of the Ipswich River Watershed Basin. In addition, current water allocations could have a negative impact on property values and may force unnecessary and economically damaging moratoriums on the normal development and growth of the Town.

The Finance Committee recommended appropriating \$20,000 from the Water Surplus Fund to pay for this appeal. The motion carried on a majority voice vote.

Article 7: On petition of the Veterans' Service Officer and the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$7,500 to add to the Veterans Aid Budget; and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended adopting Article 7 as written and that the

\$7,500 be taken from Free Cash. The motion carried unanimously.

Article 8: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$147,615 to install drainage, widen, pave and otherwise improve any public way in accordance with the provisions of Section 34, Chapter 90 of the Massachusetts General Laws; and to see if such funds to be reimbursed by the Commonwealth of Massachusetts, Department of Public Works.

On the recommendation of the Finance Committee, the Meeting adopted Article 8 unanimously.

Article 9: On petition of the Board of Selectmen to see if the Town votes to accept Blais Farm Road as a Town street from Park Avenue (Station 200+00) a distance of 504 feet to Station 205+03.50 as shown on the "Definitive Subdivision Plan for Rolling Meadow Farm by Merrimack Engineering Services dated as revised on January 29, 1999" as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board did not recommend the acceptance, and in the absence of a second, the motion died.

Article 10: On petition of the Board of Selectmen to see if the Town votes to accept Meadowlark Farm Lane as a Town street as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board did not recommend adoption of Meadowlark Farm Lane, but the article was moved and seconded from the floor. The motion did not carry.

Article 11: On petition of the Board of Selectmen to see if the Town votes to accept a portion of Sawyer Road as a Town street from Liberty Street a distance of 1,029 feet to Station 10+29.04 as shown on the "Definitive Subdivision Plan for Ryebrooke Estates Phase I by Christiansen and Sergi Inc, dated as revised on April 14, 2000" as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board did not recommend adoption of this portion of Sawyer Road. A motion to accept was made and seconded from the floor, but it did not carry.

Article 12: On petition of the Board of Selectmen to see if the Town votes to accept a portion of Park Avenue as a Town street from Park Avenue Station 104+18 a distance of 762 feet to Station 111+70.90 as shown on the "Definitive Subdivision Plan for Rolling Meadow Farm by Merrimack Engineering Services dated as revised on January 29, 1999" as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board recommended that this portion of Park Avenue not be accepted, and the motion died for lack of a second.

Article 13: On petition of the Board of Selectmen in behalf of Smith Farm Estates Development Corporation to see if the Town will vote to discontinue a former unnamed town way in accordance with the provisions of Massachusetts General Laws; such way is located off Thomas Road approximately (900') feet north of Peabody Street and runs west parallel with Peabody Street approximately one thousand, six hundred (1,600') feet to Mill Street

The Finance Committee deferred to the Planning Board. The Planning Board recommended adoption of the discontinuance, and the motion was seconded from the floor. The motion carried on a unanimous voice vote.

(The Moderator called for a brief digression from the Meeting's business to honor Carol Bailey, who is moving, for her service to the Town of Middleton. Senator Tarr was also introduced and briefly addressed the Meeting.)

Article 14: On petition of the Flint Public Library Trustees to see if the Town will vote to raise and appropriate the sum of \$2,700 to install metal shelving in the book storage container on land of the Flint Public Library; and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

On the recommendation of the Finance Committee, the Meeting voted unanimously to appropriate \$2,700 from Free Cash to fund Article 14.

Article 15: On petition of the Board of Selectmen to see if the Town will vote to authorize the Board of Selectmen (a) to convey two parcels of land shown as Parcels 1 & 2 on the plan entitled, "Essex and North Main Street Land Exchange Plan For Highway Improvement and Signal Installation dated January 9, 2004 prepared by Louis Berger Inc., 75 Second Avenue, Suite 700, Needham, MA 02494" to Michael Demerjian; and, (b) to accept a parcel of land from Michael Demerjian shown as Parcel 3 on said plan, and in turn convey on behalf of the Inhabitants of Middleton said Parcel 3 to the Commonwealth of Massachusetts Highway Department to provide an adequate right-of-way and facilitate the reconstruction and signalization of the intersections of Forest, Essex, and North Main Streets as part of a federally funded highway reconstruction project, and to take any other action related thereto.

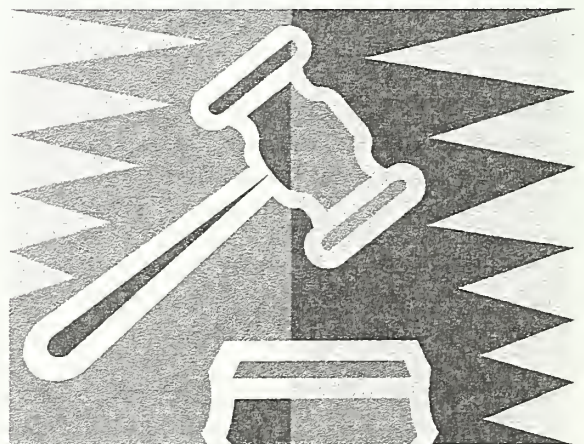
Purpose: The purpose of the article is for the Town to acquire a small strip parcel on the property to be conveyed to the Commonwealth of Massachusetts in order to allow the long awaited reconstruction of this intersection to proceed to advertising in the fall of 2004. In return for this conveyance, the State Highway Department has promised to work diligently to bring this project to construction including proceeding with the acquisition of several drainage easements and a land taking at the expense of the State.

The Finance Committee recommended adoption of Article 15, even though no funding is involved. The motion carried unanimously.

At 9:10 p.m. it was moved, seconded, and unanimously voted to dissolve the Special Town Meeting.

Attest, a True Copy,

Sarah B. George
Town Clerk



PRESIDENTIAL PRIMARY ELECTION

TUESDAY, MARCH 2, 2004

The Polls were opened at 7:00 AM by Warden Sandra Pollock and remained open until 8:00PM

There were 4,557 registered voters at the close of registration before the election.

There were 657 ballots cast: 529 Democratic, 2 Libertarian, and 128 Republican.

The results were as follows:

DEMOCRATIC PRIMARY

	PRECINCT 1	PRECINCT 2	GRAND TOTAL
TOTAL BALLOTS CAST:	323	206	529

OFFICE/QUESTION

PRES. PREFERENCE

Richard Gephardt	0	1	1
Joseph Lieberman	3	2	5
Wesley K. Clark	0	1	1
Howard Dean	5	7	12
Carol Moseley Braun	0	0	0
John Edwards	59	33	92
Dennis J. Kucinich	8	3	11
John F. Kerry	244	157	401
Lyndon H. LaRouche, Jr.	0	0	0
Al Sharpton	1	0	1
Ralph Nader	2	0	2
No Preference	0	2	2
Blanks	1	0	1

STATE COMM. MAN

Andrew F. Armata	204	119	323
Daniel J. Lauzon	31	36	67
All Others	1	0	1
Blanks	87	51	138

STATE COMM. WOMAN

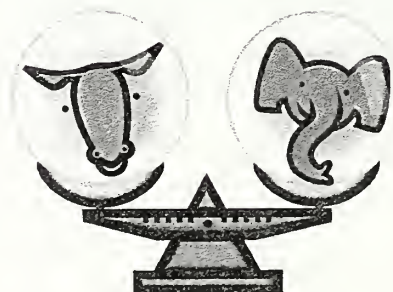
Kathleen A. Pasquina	224	147	371
All Others	0	1	1
Blanks	99	58	157

TOWN COMMITTEE

Mary Jane Morrin	185	131	316
James M. Reynolds	164	95	259
Charles W. Newhall	190	129	319
Francis N. FitzGerald	172	107	279
Barbara Rhuda	171	98	269
Robert E. Kelley	172	105	277
Mary C. Hocter	4	2	6
All Others	9	1	10
Blanks	10,238	6,542	16,780

REPUBLICAN PRIMARY

	PRECINCT 1	PRECINCT 2	GRAND TOTAL
TOTAL BALLOTS CAST:	84	44	128
OFFICE/QUESTION			
PRES. PREFERENCE			
George W. Bush	77	42	119
No Preference	3	1	4
All Others	3	1	4
Blanks	1	0	1
STATE COMM. MAN			
Dale C. Jenkins, Jr.	37	18	55
John N. Racho	41	25	66
Blanks	6	1	7
STATE COMM WOMAN			
Christina A. Bain	68	37	105
Blanks	16	7	23
TOWN COMMITTEE			
James V. Hannon, Jr.	51	27	78
Richard W. Kassiotis	56	27	83
Grace I. Inglis	46	25	71
James P. Barlas	46	22	68
Priscilla L. Drysdale	51	27	78
James E. Fox	54	22	76
A. David Rodham	49	22	71
Nancy L. Karolides	50	24	74
James Karolides	50	26	76
Georgia D. Lewis	47	27	74
Dewey K. Lewis, Jr.	44	24	68
Joseph E. Pascucci	52	27	79
All Others	0	1	1
Blanks	2,344	1,239	3,583



LIBERTARIAN PRIMARY

	PRECINCT 1	PRECINCT 2	GRAND TOTAL
TOTAL BALLOTS CAST:	0	2	2
OFFICE/QUESTION			

PRES. PREFERENCE

Jeffrey Diket	0	0	0
Ruben Perez	0	1	1
Aaron Russo	0	0	0
Michael Badnarik	0	0	0
Gary Nolan	0	1	0
No Preference	0	0	1
	0	0	0

STATE COMM. MAN

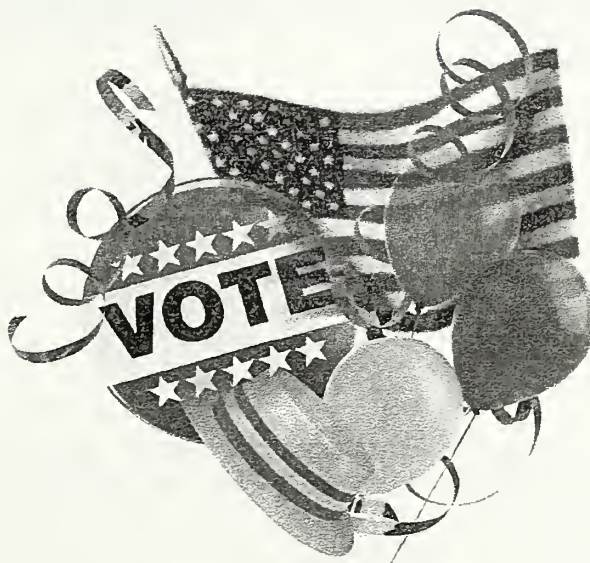
Blanks	0	2	2
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STATE COMM. MAN

Blanks	0	2	2
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TOWN COMMITTEE

Blanks	0	6	6
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TOWN OF MIDDLETON SPECIAL TOWN MEETING

MAY 11, 2004

On Tuesday, May 11, 2004, voters of the Town of Middleton met in the North Shore Technical High School Gymnasium for a Special Town Meeting preceding the Annual Town Meeting. Moderator Henry Tragert announced that more than a quorum of qualified voters were present and called the Meeting to order at 7:32 pm. (It was later shown that 168 voters were present.)

Clerk Sarah George read the Return of Service of the Warrant showing that the meeting had been duly called and posted in the usual five places

The articles on the warrant were then disposed of as follows:

Article 1: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$12,100 to fund the third annual Chief Will's Family Festival Day with the sum of \$7,500 for general support of the event and the sum of \$4,600 for public safety and public works expenses associated with Chief Wills Day; and to see if such funds will be raised by taxation, by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended adoption of Article 1 with FY04 Free Cash as the funding source. The Meeting voted to do so unanimously.

Article 2: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate such sums of money as may be received from the Commonwealth of Massachusetts for the fiscal year commencing July 1, 2004, to install drainage, widen, pave and otherwise improve any public way in accordance with the provisions of Section 34, Chapter 90 of the Massachusetts General Laws; and to see if such funds are to be reimbursed by the Commonwealth of Massachusetts, Department of Public Works.



The Finance Committee recommended that \$147,615 be appropriated from Chapter 90 Funds for these purposes, and the motion carried unanimously.

It was moved and seconded from the floor and unanimously voted that the Special Town Meeting be dissolved.

Attest, a True Copy,

Sarah B. George
Town Clerk

TOWN OF MIDDLETON ANNUAL TOWN MEETING

MAY 11, 2004

On Tuesday, May 11, 2004, voters of the Town of Middleton met in the North Shore Technical High School Gymnasium for the 276th Annual Town Meeting. Moderator Henry Tragert announced that more than a quorum of qualified voters were present and called the Meeting to order at 7:45 pm. (It was later shown that 168 voters were present.)

Clerk Sarah George read the Return of Service of the Warrant, and Boy Scout Troop 19 conducted the opening ceremony. The Moderator acknowledged the recent passing of Assistant Tax Collector Andrea Newhall and asked for a moment of silence to reflect on our loss.

The articles on the warrant were then disposed of as follows:

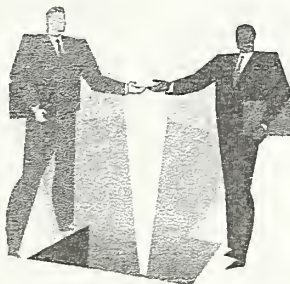
Article 1: To hear and act on Committee Reports.

John Erickson, chairman of the Finance Committee, Kosta Prentakis, chairman of the Master Plan Committee, Diane McGowan, chairman of the Affordable Housing Committee, and Lois Gianni, chairman of the Library Building Committee all reported to the Meeting.

Article 2: On petition of the Treasurer to see if the Town will vote to authorize the Town Treasurer with the approval of the Selectmen to borrow money from time-to-time in anticipation of the revenue of the financial year beginning July 1, 2004 in accordance with the provisions of Massachusetts General Laws, Chapter 44, Section 17.

The Finance Committee recommended adoption of Article 2 as written, and it was so voted unanimously.

The Moderator noted that we "are privileged to have Brad Hill and Brad Jones, our representatives to the Great and General Court, in our presence," and they briefly addressed the Meeting.



Article 3: On petition of the Board of Selectmen acting in the capacity of the Personnel Board to see if the Town will vote to amend the Town Consolidated Personnel Plan SECTION 7.08 as follows:

Town of Middleton Compensation Plan For Non-Union Town Employees For Fiscal Year 2005

Position/Title:	Voted Effective: July 1, 2003:	Proposed July 1, 2004:
Medical Transportation Drivers	\$8.04/Hr.	\$8.24/Hr.
Coordinator/Secretary	\$11.09/Hr.	\$12.98/Hr.
Janitor	\$11.09/Hr.	\$11.37/Hr.
<i>Public Safety</i>		
Animal Control Officer	\$16,810/Yr.	\$17,230/Yr.
Fire Department - Stipends		
Drillmaster	\$1,000/Yr.	\$1,000/Yr.
Mechanic	\$2,000/Yr.	\$2,000/Yr.
Fire Prevention Officer	\$1,000/Yr.	\$1,200/Yr.
<i>Department of Public Works</i>		
Superintendent of Public Works	\$72,000/Yr.	\$73,800/Yr.
FY 2005 Range of \$71,293/Yr.- \$73,800/Yr.		
Operations Supervisor/Deputy Superintendent of Public Works	\$56,830/Yr.	\$58,260/Yr.
FY 2005 Range of \$54,219/Yr. - \$58,260/Yr.		
CDL Plow/Sander Operator	\$18.44/Hr.	\$18.90/Hr.
Part Time Truck Driver	\$10.78/Hr.	\$11.05/Hr.
Part Time Laborer	\$9.00/Hr.	\$9.23/Hr.
Transfer Station Gate Attendant	\$11.15/Hr.	\$11.43/Hr.
<i>Department Of Inspections</i>		
Building Inspector	\$51,269/Yr.	\$53,813/Yr.
FY 2005 Range of \$45,308/Yr. - \$53,813/Yr.		
Gas/Plumbing Inspector	\$8,562/Yr.	\$8,562/Yr.
Wiring Inspector	\$14,070/Yr.	\$14,070/Yr.
Alternate Inspectors:	\$19.75/Hr.	\$20.24/Hr.
Wiring, Health, Building		

Town of Middleton Compensation Plan For Non-Union Town Employees For Fiscal Year 2005

Position/Title:	Voted Effective: July 1, 2003:	Proposed July 1, 2004:
<i>Finance and Administration</i>		
Town Administrator FY 2005 Range of \$70,593/Yr. - \$80,165/Yr.	\$78,210/Yr.	\$80,165/Yr.
Administrative Secretary FY 2005 Range of \$34,036/Yr.- \$39,148/Yr.	\$38,193/Yr.	\$39,148/Yr.
Town Accountant FY 2005 Range of \$49,163/Yr.- \$57,500/Yr.	\$55,427/Yr.	\$57,500/Yr.
Custodian of Town Lands	\$1,694/Yr.	\$1,745/Yr.
Treasurer/Collector FY 2005 Range of \$45,229Yr.- \$50,230/Yr.	\$49,005/Yr.	\$50,230/Yr.
Assessor/Appraiser FY 2005 Range \$42,408-\$48,650/Yr.	\$46,333/Yr.	\$48,650/Yr.
Administrative Assessor FY 2005 Range \$33,620-\$36,246	\$35,360/Yr.	\$36,246/Yr.
<i>Health and Human Services</i>		
Health Department		
Health Agent FY 2005 Range of \$50,420/Yr. - \$52,357/Yr.	\$51,080/Yr.	\$52,357/Yr.
Conservation Commission Agent	\$14,069/Yr.	\$18,720/Yr.
Veteran's Sevices		
Veteran's Agent	\$8,709/Yr.	\$9,144/Yr.
Council on Aging		
Council on Aging Director	\$29,341/Yr.	\$30,075/Yr.
COA Van Driver	\$12.57/Hr.	\$12.88/Hr.
Meal Site Coordinator	\$12.57/Hr.	\$15.21/Hr.
Reserve: Drivers or Meal Site Employees	\$9.40/Hr.	\$9.64/Hr.

Town of Middleton Compensation Plan For Non-Union Town Employees For Fiscal Year 2005

Position/Title:	Voted Effective: July 1, 2003:	Proposed July 1, 2004:
Town Officials (Elected)		
Town Moderator	\$100/Yr.	\$100/Yr.
Town Constable	\$100/Yr.	\$100/Yr.
Town Clerk	\$43,840/Yr.	\$44,936/Yr.
Selectman-Chairman	\$2,100/Yr.	\$2,100/Yr.
Selectman	\$1,600/Yr.	\$1,600/Yr.
School Committee Member	\$600/Yr.	\$600/Yr.
Assessor - Each Member *	\$2,000/Yr.	\$2,000/Yr.
* Range of \$500-\$2,000 depending upon education/training level		

Other Appointed Town & School Official Salaries (Not Subject to Approval of Compensation Plan)

These positions are included for informational purposes only (as salaries are set by contract and other statutes)

	<u>Approved FY 2004</u>	<u>Proposed FY 2005</u>
Fire Chief	\$76,587/Yr.	\$81,802/Yr.
Police Chief	\$89,846/Yr.	\$94,887/Yr.
Masconomet Regional School Superintendent (Range \$125,000-\$140,000)	\$117,418/Yr.	\$125,000-\$140,000
Masconmet High School Principal	\$102,892/Yr.	\$107,148/Yr.
Masconomet Middle School Principal	\$102,637/Yr.	\$106,840/Yr.
Middleton School Superintendent	\$104,685/Yr.	\$104,685/Yr.
Fuller Meadow School Principal	\$76,383/Yr.	\$79,438/Yr.
Howe Manning School Principal	\$82,621/Yr.	\$84,606/Yr.
Middleton Electric Light Manager *	\$109,987/Yr.	*
(Calendar Year Salary) - * Not available		

Non-Union Employees and Other Town Appointees

Census Workers	\$1,050/Yr.	\$1,050/Yr.
Poll Officers	\$12.67/Hr.	\$12.99/Hr.
Poll Workers	\$9.04/Hr.	\$9.27/Hr.
Superintendent of Burials	\$500/Yr.	\$500/Yr.
Registrar of Voters	\$95/Election	\$95/Election
Clerk-Registrar of Voters	\$250/Yr.	\$250/Yr.
Cable Television Technician	\$10.09/Hr.	\$10.34/Hr.
Part Time Clerical Staff: (All Departments)		
Step I	\$12.66/Hr.	\$12.98/Hr.
Step II	\$13.47/Hr.	\$13.81/Hr.
Step III	\$14.10/Hr.	\$14.45/Hr.
Step IV	\$14.60/Hr.	\$14.97/Hr.
Step V	\$14.84/Hr.	\$15.21/Hr.
Committee and Board Secretaries	\$96.00/Meeting	\$98.00/Meeting

Town of Middleton Compensation Plan For Non-Union Town Employees For Fiscal Year 2005

Position/Title:	Voted Effective: July 1, 2003:	Proposed July 1, 2004:
<i>Health and Human Services</i>		
Flint Public Library		
Library Director	\$42,372/Yr.	\$47,713/Yr.
FY 2005 Range of \$40,338/Yr. - \$47,713/Yr.		
Assistant Director		
Step 1	\$12.79/Hr.	\$13.11/Hr.
Step 2 (6 months)	\$13.66/Hr.	\$14.00/Hr.
Step 3 (18 months)	\$14.47/Hr.	\$14.83/Hr.
Step 4 (30 months)	\$15.00/Hr.	\$15.37/Hr.
Step 5 (54 months)	\$15.29/Hr.	\$15.67/Hr.
Adult Services Librarian		
Children's Librarian		
Reference Librarian		
Step 1	\$12.67/Hr.	\$12.99/Hr.
Step 2 (6 months)	\$13.47/Hr.	\$13.81/Hr.
Step 3 (18 months)	\$14.10/Hr.	\$14.45/Hr.
Step 4 (30 months)	\$14.60/Hr.	\$14.97/Hr.
Step 5 (54 months)	\$14.84/Hr.	\$15.21/Hr.
Clerk/Typist		
Pages	\$8.71/Hr. \$7.66-\$8.18/Hr.	\$8.93/Hr. \$7.85-\$8.38/Hr.
Recreation Commission		
Summer Recreation Program		
Program Director	\$15.45/Hr.	\$15.84/Hr.
Program Assistant	\$10.54/Hr.	\$10.80/Hr.
Recreation Assistants	\$7.21/Hr.	\$7.21/Hr.

The Finance Committee recommended adoption of Article 3. Selectman Tim Houten made a motion to amend the Compensation Plan for the Department of Inspections by raising the Gas/Plumbing Inspector's salary for FY05 from \$8,562/Yr. to \$8,776/Yr., and by raising the Wiring Inspector's salary for FY05 from \$14,070/Yr. to \$14,422/Yr. Selectman Nancy Jones seconded the motion, and the amendment carried unanimously. The amended main motion then carried unanimously.

Article 4: On petition of the Board of Selectmen to see if the Town will vote to amend the Section 7.10 of the Personnel Compensation Plan by deleting Section 7.10 and replacing it with:

Section 7.10 Additional Benefits for Full Time (non-union) Clerical/Library Employees:

A permanent full time clerical or library employee whose pay is authorized by the Town's Personnel Compensation Plan under Section 7.08 shall be granted longevity according to the following schedule:

5 to 10 years of employments	\$550
11 to 15 years of employment	\$675
16 to 18 years of employment	\$800
19 to 25 years of employment	\$1,400
26 years of employment and up	\$1,800

and to raise and appropriate the sum of \$2,800 to fund this increase in benefits to employees who become eligible in FY 2005, and to see if such funds will be raised from taxation.

Purpose: The purpose of the above amendment is to increase the longevity scale for permanent, full time (non-union) clerical and library employees to the same amount contained in the existing clerical union contract. This benefit has not been changed for these employees since 1983 when it was first approved by the Annual Town Meeting.

On the recommendation of the Finance Committee, the Meeting voted unanimously to adopt this amendment to the Personnel Plan to make non-union longevity the same as union longevity, and to raise the \$2,800 by taxation.

Article 5: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$7,500 to pay for technical assistance to assist the Selectmen in the development of a performance appraisal/merit system for its management, supervisory, and professional positions; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing, or by any combination thereof.

Purpose: For several years the Finance Committee has recommended the Town develop and later implement a performance appraisal/merit system for non-union and, through collective bargaining, for union employees. The Finance Committee believes the implementation of such a system will help justify raises for town employees, improve employee morale and provide an important tool to strengthen the professional management of the Town. Funds would be used to hire a professional human resources consultant experienced in public sector personnel management in Massachusetts for plan design, development and implementation to insure that acceptance and funding of the resulting plan is realistic and achievable.

The Finance Committee recommended adopting Article 5 as written and to appropriate the \$7,500 from Free Cash. The motion carried by a majority.

Article 6: On petition of the Board of Selectmen to see if the Town will vote to determine what sums of money the Town will raise and appropriate for the ensuing twelve months. The following pages of the Town Operating Budget constitute the detail of this article.

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved <u>FY 2003</u>	Approved <u>FY 2004</u>	Department Request <u>FY 2005</u>	Selectmen Recommendation <u>FY 2005</u>	Finance Committee Recommendation <u>FY 2005</u>
FUND: 01 GENERAL FUND						
FUNCTION 100: GENERAL GOVERNMENT						
Department #114 TOWN MODERATOR						
5100	Personal Services	100	100	100	100	100
DEPARTMENT TOTAL		\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Department #122 SELECTMEN/ADMINISTRATOR						
5100	Personal Services	125,163	128,003	130,913	130,913	130,913
5200	Purchase of Services	11,638	12,450	10,450	10,450	10,450
5400	Purchase of Supplies	2,400	2,400	2,400	2,400	2,400
5700	Other Charges & Expenses	48,003	45,980	47,295	47,295	47,295
DEPARTMENT TOTAL		\$ 187,204	\$ 188,833	\$ 191,058	\$ 191,058	\$ 191,058
Department #131 FINANCE COMMITTEE						
5100	Personal Services	1,504	1,542	1,568	1,568	1,568
5200	Purchase of Services	109	109	109	109	109
5400	Purchase of Supplies	100	100	100	100	100
5700	Other Charges & Expenses	60,150	60,150	50,150	50,150	50,150
DEPARTMENT TOTAL		\$ 61,863	\$ 61,901	\$ 51,927	\$ 51,927	\$ 51,927
Department #135 TOWN ACCOUNTANT						
5100	Personal Services	72,246	74,247	75,895	75,895	75,895
5200	Purchase of Services	2,461	2,640	3,490	3,490	3,490
5400	Purchase of Supplies	600	600	600	600	600
5700	Other Charges & Expenses	245	245	245	245	245
5800	Capital Outlay	200	200	200	200	200
DEPARTMENT TOTAL		\$ 75,752	\$ 77,932	\$ 80,430	\$ 80,430	\$ 80,430
Department #141 ASSESSORS						
5100	Personal Services	97,963	103,647	106,172	106,172	106,172
5200	Purchase of Services	18,060	16,100	16,600	16,600	16,600
5400	Purchase of Supplies	1,650	1,500	1,500	1,500	1,500
5700	Other Charges & Expenses	2,700	2,050	2,200	2,200	2,200
5800	Capital Outlay	1,000	1,800	1,800	1,800	1,800
DEPARTMENT TOTAL		\$ 121,373	\$ 125,097	\$ 128,272	\$ 128,272	\$ 128,272

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved <u>FY 2003</u>	Approved <u>FY 2004</u>	Department Request <u>FY 2005</u>	Selectmen Recommendation <u>FY 2005</u>	Finance Committee Recommendation <u>FY 2005</u>
FUND: 01 GENERAL FUND						
FUNCTION 100: GENERAL GOVERNMENT						
Department #145 TREASURER/COLLECTOR						
5100	Personal Services	117,866	123,057	119,834	119,834	119,834
5200	Purchase of Services	40,715	39,465	36,215	36,215	36,215
5400	Purchase of Supplies	3,800	3,800	3,800	3,800	3,800
5700	Other Charges & Expenses	1,200	1,200	1,200	1,200	1,200
5800	Capital Outlay					
DEPARTMENT TOTAL		\$ 163,581	\$ 167,522	\$ 161,049	\$ 161,049	\$ 161,049
Department #146 CUSTODIAN OF TOWN LANDS						
5100	Personal Services	1,645	1,694	1,745	1,745	1,745
DEPARTMENT TOTAL		1,645	1,694	1,745	1,745	1,745
Department #151 TOWN COUNSEL						
5200	Purchase of Services	31,150	31,150	32,150	32,150	32,150
DEPARTMENT TOTAL		\$ 31,150	\$ 31,150	\$ 32,150	\$ 32,150	\$ 32,150
Department #161 TOWN CLERK						
5100	Personal Services	64,007	65,076	69,676	69,676	69,676
5200	Purchase of Services	2,840	2,700	2,600	2,600	2,600
5400	Purchase of Supplies	850	800	800	800	800
5700	Other Charges & Expenses	400	400	400	400	400
5800	Capital Outlay			1,500	1,500	1,500
DEPARTMENT TOTAL		\$ 68,097	\$ 68,976	\$ 74,976	\$ 74,976	\$ 74,976
Department #162 ELECTIONS/ REGISTRATIONS						
5100	Personal Services	11,820	9,200	13,640	13,640	13,640
5200	Purchase of Services	8,575	4,800	7,300	7,300	7,300
5400	Purchase of Supplies	850	650	850	850	850
DEPARTMENT TOTAL		\$ 21,245	\$ 14,650	\$ 21,790	\$ 21,790	\$ 21,790

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved <u>FY 2003</u>	Approved <u>FY 2004</u>	Department Request <u>FY 2005</u>	Selectmen Recommendation <u>FY 2005</u>	Finance Committee Recommendation <u>FY 2005</u>
FUND: 01 GENERAL FUND						
FUNCTION 100: GENERAL GOVERNMENT						
Department #171 CONSERVATION COMMISSION						
5100	Personal Services	13,726	14,069	18,720	18,720	18,720
5200	Purchase of Services	1,750	1,750	1,750	1,750	1,750
5400	Purchase of Supplies	300	300	300	300	300
5700	Other Charges & Expenses	900	850	850	850	850
DEPARTMENT TOTAL		\$ 16,676	\$ 16,969	\$ 21,620	\$ 21,620	\$ 21,620
Department #175 PLANNING BOARD						
5100	Personal Services	13,026	13,067	13,873	13,873	13,873
5200	Purchase of Services	3,350	3,350	3,350	3,350	3,350
5400	Purchase of Supplies	900	900	900	900	900
5700	Other Charges & Expenses	915	800	800	800	800
DEPARTMENT TOTAL		\$ 18,191	\$ 18,117	\$ 18,923	\$ 18,923	\$ 18,923
Department #176 BOARD OF APPEALS						
5100	Personal Services	14,390	14,440	14,776	14,776	14,776
5200	Purchase of Services	9,900	9,900	7,900	7,900	7,900
5400	Purchase of Supplies	300	300	300	300	300
5700	Other Charges & Expenses	500	500	500	500	500
DEPARTMENT TOTAL		\$ 25,090	\$ 25,140	\$ 23,476	\$ 23,476	\$ 23,476
Department #181 MASTER PLAN COMMITTEE/ LAND ACQUISITION						
5100	Personal Services	1,092	1,120	2,376	2,376	2,376
5200	Purchase of Services	13,585	7,400	6,200	6,200	6,200
DEPARTMENT TOTAL		\$ 14,677	\$ 8,520	\$ 8,576	\$ 8,576	\$ 8,576
Department #192 TOWN BUILDINGS						
5200	Purchase of Services	37,715	37,715	39,215	39,215	39,215
5400	Purchase of Supplies	7,000	7,000	7,000	7,000	7,000
5800	Capital Outlay	600	600	600	600	600
DEPARTMENT TOTAL		\$ 45,315	\$ 45,315	\$ 46,815	\$ 46,815	\$ 46,815
TOTAL GEN. GOVERNMENT FUNCTION 100		\$ 851,959	\$ 851,916	\$ 862,907	\$ 862,907	\$ 862,907

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved <u>FY 2003</u>	Approved <u>FY 2004</u>	Department Request <u>FY 2005</u>	Selectmen Recommendation <u>FY 2005</u>	Finance Committee Recommendation <u>FY 2005</u>
FUND: 01 GENERAL FUND						
FUNCTION 200: PUBLIC SAFETY						
Department #210 POLICE DEPARTMENT						
5100	Personal Services	802,152	830,635	858,803	858,803	858,803
5200	Purchase of Services	78,420	73,688	75,299	75,299	75,299
5400	Purchase of Supplies	25,180	25,130	27,605	27,605	27,605
5700	Other Charges & Expenses	18,485	18,605	18,805	18,805	18,805
5800	Capital Outlay	51,800	51,800	49,800	49,800	49,800
DEPARTMENT TOTAL		\$ 976,037	\$ 999,858	\$ 1,030,312	\$ 1,030,312	\$ 1,030,312
Department #220 FIRE DEPARTMENT						
5100	Personal Services	802,612	924,184	967,940	967,940	967,940
5200	Purchase of Services	37,860	38,352	41,052	41,052	41,052
5400	Purchase of Supplies	33,640	37,640	39,640	39,640	39,640
5700	Other Charges & Expenses	7,450	8,050	8,500	8,500	8,500
5800	Capital Outlay	12,500	12,380	8,500	8,500	8,500
DEPARTMENT TOTAL		\$ 894,062	\$ 1,020,606	\$ 1,065,632	\$ 1,065,632	\$ 1,065,632
Department #241 INSPECTIONS DEPARTMENT						
5100	Personal Services	105,211	106,652	110,793	110,793	110,793
5200	Purchase of Services	3,965	8,965	8,965	8,965	8,965
5400	Purchase of Supplies	850	850	1,000	1,000	1,000
5700	Other Charges & Expenses	7,850	8,100	8,200	8,200	8,200
5800	Capital Outlay	1,200				
DEPARTMENT TOTAL		\$ 119,076	\$ 124,567	\$ 128,958	\$ 128,958	\$ 128,958
Department #291 CIVIL EMERGENCY PREPAREDNESS						
5200	Purchase of Services	100	100	100	100	100
DEPARTMENT TOTAL		\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Department #292 ANIMAL CONTROL						
5100	Personal Services	16,480	16,810	18,730	18,730	18,730
5200	Purchase of Services	3,800	3,800	3,800	3,800	3,800
5400	Purchase of Supplies	725	725	725	725	725
5700	Other Charges & Expenses	2,000	2,000	2,000	2,000	2,000
5800	Capital Outlay					
DEPARTMENT TOTAL		\$ 23,005	\$ 23,335	\$ 25,255	\$ 25,255	\$ 25,255
Department #296 TOWN CONSTABLE						
5100	Personal Services	100	100	100	100	100
DEPARTMENT TOTAL		\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
TOTAL PUBLIC SAFETY FUNCTION 200		\$ 2,012,380	\$ 2,168,566	\$ 2,250,357	\$ 2,250,357	\$ 2,250,357

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved <u>FY 2003</u>	Approved <u>FY 2004</u>	Department Request <u>FY 2005</u>	Selectmen Recommendation <u>FY 2005</u>	Finance Committee Recommendation <u>FY 2005</u>
FUND: 01 GENERAL FUND						
FUNCTION 300: EDUCATION						
Department #301 MIDDLETON SCHOOL DEPARTMENT						
5100	Personal Services	3,670,587	3,837,660	3,949,983	3,949,983	3,949,983
5200	Purchase of Services	1,352,533	1,327,308	1,483,597	1,483,597	1,483,597
5400	Purchase of Supplies	175,665	219,599	176,036	176,036	176,036
5700	Other Charges & Expenses	136,564	156,191	191,832	191,832	191,832
DEPARTMENT TOTAL		\$ 5,335,349	\$ 5,540,758	\$ 5,801,448	\$ 5,801,448	\$ 5,801,448
Department #301 NORTH SHORE REGIONAL VOCATIONAL SCHOOL DISTRICT						
5600	Intergovernmental Payments (Middleton's Assessment)	150,463	169,020	183,720	183,720	183,720
DEPARTMENT TOTAL		\$ 150,463	\$ 169,020	\$ 183,720	\$ 183,720	\$ 183,720
Department #302 MASCONOMET SCHOOL DISTRICT						
5600	Intergovernmental Payments (Middleton's Assessment)	3,530,683	3,937,441	4,273,662	4,307,526	4,307,526
5900	Masconomet Building Debt Serv.	604,750	594,864	769,974	769,974	769,974
DEPARTMENT TOTAL		\$ 4,135,433	\$ 4,532,305	\$ 5,043,636	\$ 5,077,500	\$ 5,077,500
TOTAL SCHOOL DEPARTMENT		\$ 9,621,245	\$ 10,242,083	\$ 11,028,804	\$ 11,062,668	\$ 11,062,668
FUNCTION 300: EDUCATION						

* The board of Selectmen has placed \$60,000 of the increase in the Masconomet School Certified Assessment in Article 8 as a contingency override appropriation because this amount exceeds the Proposition 2 1/2 tax levy limit. The Finance Committee recommends appropriating \$4,307,526 or \$26,136 less than the Regional School Committee. The Finance Committee recommendation, if approved, eliminates the need for the Proposition 2 1/2 override and corresponding Town Election Ballot Question. If voters wish to support the Masconomet Certified Budget, the amounts shown in the Department Request column for Masconomet and \$60,000 in Article 8 must be approved.

Masconomet Department Request in Omnibus	\$ 4,273,662
Additional fund in Article 8	\$ 60,000
Masconomet Certified Budget Total Request	\$ 4,333,662

Finance Committee Recommendation in Onmibu	\$ 4,307,526
Additional fund in Article 8 (not recommended)	\$ -
Total Finance Committee Masconomet Recomm	\$ 4,307,526

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved <u>FY 2003</u>	Approved <u>FY 2004</u>	Department Request <u>FY 2005</u>	Selectmen Recommendation <u>FY 2005</u>	Finance Committee Recommendation <u>FY 2005</u>
FUND: 01 GENERAL FUND						
FUNCTION 400: PUBLIC WORKS & FACILITIES						
Department #420 PUBLIC WORKS DEPARTMENT						
5100	Personal Services	536,866	541,212	558,857	558,857	558,857
5200	Purchase of Services	97,000	97,600	100,250	100,250	100,250
5400	Purchase of Supplies	153,500	155,490	157,805	157,805	157,805
5700	Other Charges & Expenses	34,350	35,350	36,350	36,350	36,350
5800	Capital Outlay	45,000	10,000	9,000	9,000	9,000
DEPARTMENT TOTAL		\$ 866,716	\$ 839,652	\$ 862,262	\$ 862,262	\$ 862,262
Department #425 TRANSFER STATION/SOLID WASTE DEPARTMENT						
5200	Purchase of Services	130,800	142,300	146,800	146,800	146,800
5400	Purchase of Supplies	12,000	13,000	14,000	14,000	14,000
5700	Other Charges & Expenses	40,200	39,350	39,110	39,110	39,110
5800	Capital Outlay					
DEPARTMENT TOTAL		\$ 183,000	\$ 194,650	\$ 199,910	\$ 199,910	\$ 199,910
TOTAL PUBLIC WORKS FUNCTION 400		\$ 1,049,716	\$ 1,034,302	\$ 1,062,172	\$ 1,062,172	\$ 1,062,172
FUNCTION 500: HUMAN SERVICES						
Department #511 BOARD OF HEALTH						
5100	Personal Services	71,225	72,703	74,100	74,100	74,100
5200	Purchase of Services	16,730	16,730	15,730	15,730	15,730
5400	Purchase of Supplies	1,000	900	900	900	900
5700	Other Charges & Expenses	3,400	2,700	2,700	2,700	2,700
DEPARTMENT TOTAL		\$ 92,355	\$ 93,033	\$ 93,430	\$ 93,430	\$ 93,430
Department #541 COUNCIL ON AGING						
5100	Personal Services	86,676	89,339	94,742	94,742	94,742
5200	Purchase of Services	8,650	8,925	13,334	13,334	13,334
5400	Purchase of Supplies	2,580	3,400	3,400	3,400	3,400
5700	Other Charges & Expenses	5,250	6,300	6,300	6,300	6,300
5800	Capital Outlay	1,500	1,500	1,500	1,500	1,500
DEPARTMENT TOTAL		\$ 104,656	\$ 109,464	\$ 119,276	\$ 119,276	\$ 119,276

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved <u>FY 2003</u>	Approved <u>FY 2004</u>	Department Request <u>FY 2005</u>	Selectmen Recommendation <u>FY 2005</u>	Finance Committee Recommendation <u>FY 2005</u>
FUND: 01 GENERAL FUND						
FUNCTION 500: HUMAN SERVICES						
Department #543 VETERANS' AGENT						
5100	Personal Services	8,294	8,709	9,144	9,144	9,144
5200	Purchase of Services	700	700	800	800	800
5400	Purchase of Supplies	170	170	170	170	170
5700	Other Charges & Expenses	6,770	7,770	7,770	7,770	7,770
DEPARTMENT TOTAL		\$ 15,934	\$ 17,349	\$ 17,884	\$ 17,884	\$ 17,884
Department #545 TRI-TOWN COUNCIL						
5200	Purchase of Services	21,242	21,773	22,317	22,317	22,317
DEPARTMENT TOTAL		\$ 21,242	\$ 21,773	\$ 22,317	\$ 22,317	\$ 22,317
Department #546 HELP FOR ABUSED WOMEN						
5200	Purchase of Services	2,000	-	-	-	-
DEPARTMENT TOTAL		\$ 2,000	\$ -	\$ -	\$ -	\$ -
Department #548 MIDDLETON GARDEN CLUB						
5200	Purchase of Services	2,100	2,100	2,500	2,500	2,500
DEPARTMENT TOTAL		\$ 2,100	\$ 2,100	\$ 2,500	\$ 2,500	\$ 2,500
Department #549 LOCAL CABLE BROADCASTS						
5200	Purchase of Services	2,932	2,932	3,005	3,005	3,005
DEPARTMENT TOTAL		\$ 2,932	\$ 2,932	\$ 3,005	\$ 3,005	\$ 3,005
Department #550 NORTH SHORE REGIONAL SERVICES CONSORTIUM						
5200	Purchase of Services	4,000	4,000	3,000	3,000	3,000
DEPARTMENT TOTAL		\$ 4,000	\$ 4,000	\$ 3,000	\$ 3,000	\$ 3,000
TOTAL HUMAN SERVICES FUNCTION 500		\$ 245,219	\$ 250,651	\$ 261,412	\$ 261,412	\$ 261,412

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved <u>FY 2003</u>	Approved <u>FY 2004</u>	Department Request <u>FY 2005</u>	Selectmen Recommendation <u>FY 2005</u>	Finance Committee Recommendation <u>FY 2005</u>
FUND: 01 GENERAL FUND						
FUNCTION 600: CULTURE & RECREATION						
Department #610 FLINT PUBLIC LIBRARY						
5100	Personal Services	182,651	187,363	195,607	195,607	195,607
5200	Purchase of Services	33,890	38,342	39,468	39,468	39,468
5400	Purchase of Supplies	53,900	53,900	52,900	52,900	52,900
5700	Other Charges & Expenses	750	750	750	750	750
5800	Capital Outlay	1,500	1,500	1,500	1,500	1,500
DEPARTMENT TOTAL		\$ 272,691	\$ 281,855	\$ 290,225	\$ 290,225	\$ 290,225
Department #630 RECREATION COMMISSION						
5100	Personal Services	11,086	11,086	11,193	11,193	11,193
5200	Purchase of Services	10,450	10,450	10,250	10,250	10,250
5400	Purchase of Supplies	2,100	2,100	2,400	2,400	2,400
5700	Other Charges & Expenses	15,900	15,900	15,250	15,250	15,250
DEPARTMENT TOTAL		\$ 39,536	\$ 39,536	\$ 39,093	\$ 39,093	\$ 39,093
Department #691 HISTORICAL COMMISSION						
5200	Purchase of Services	300	300	300	300	300
DEPARTMENT TOTAL		\$ 300	\$ 300	\$ 300	\$ 300	\$ 300
TOTAL CULTURE & REC. FUNCTION 600		\$ 312,527	\$ 321,691	\$ 329,618	\$ 329,618	\$ 329,618
FUNCTION 700: DEBT SERVICE						
Department #710 DEBT SERVICE						
5801	Principal	595,000	635,000	645,000	645,000	645,000
5915	Interest	382,131	324,344	297,436	297,436	297,436
TOTAL DEBT SERVICE FUNCTION 700		\$ 977,131	\$ 959,344	\$ 942,436	\$ 942,436	\$ 942,436

**Town of Middleton
Operating Budget FY 2005**

NUMBER		Approved FY 2003	Approved FY 2004	Department Request FY 2005	Selectmen Recommendation FY 2005	Finance Committee Recommendation FY 2005
FUND: 01 GENERAL FUND						
FUNCTION UNCLASSIFIED						
Department: MISCELLANEOUS ITEMS						
195	Town Report	16,000	16,000	16,000	16,000	16,000
196	Audit	12,000	16,000	16,000	16,000	16,000
197	Xmas Lights	400	400	400	400	400
199	Street Lights	50,000	50,000	50,000	50,000	50,000
692	Memorial Day	5,000	5,000	5,000	5,000	5,000
911	Retirement	360,000	365,000	396,600	396,600	396,600
913	Unemployment	7,000	7,000	7,000	7,000	7,000
914	Sick Leave	1,000	1,000	1,000	1,000	1,000
914	Health Insurance	275,000	298,000	365,000	365,000	365,000
915	Group Insurance	4,000	4,000	4,000	4,000	4,000
916	Medicare Payroll Tax	29,500	31,500	31,500	31,500	31,500
945	Liability & Work Comp. Insurance	92,500	95,000	109,500	109,500	109,500
TOTAL UNCLASSIFIED		\$ 852,400	\$ 888,900	\$ 1,002,000	\$ 1,002,000	\$ 1,002,000
TOTAL OPERATING BUDGET GENERAL FUND 01		\$ 15,922,577	\$ 16,717,453	\$ 17,739,706	\$ 17,773,570	\$ 17,773,570
FUND: 28 WATER FUND						
FUNCTION 400: WATER SPECIAL REVENUE						
Department #451 WATER DEPARTMENT						
Department #451 WATER DEPARTMENT						
5100	Personal Services	62,356	60,298	61,881	61,881	61,881
5200	Purchase of Services	2,000	2,500	12,500	12,500	12,500
5400	Purchase of Supplies	30,000	32,400	32,400	32,400	32,400
5700	Other Charges & Expenses	750	750	750	750	750
5800	Capital Outlay	-	-	-	-	-
5900	Debt Service	62,126	58,308	132,393	132,393	132,393
TOTAL WATER FUND 28 OPERATING BUDGET		\$ 157,232	\$ 154,256	\$ 239,924	\$ 239,924	\$ 239,924
GRAND TOTAL OF GENERAL FUND 01 & WATER FUND 28 BUDGETS		\$ 16,079,809	\$ 16,871,709	\$ 17,979,630	\$ 18,013,494	\$ 18,013,494

The Finance Committee recommended adoption of Article 6 as written with the \$18,013,494 to be appropriated from the following sources:

Taxation	\$17,530,070
Unemployment Fund	7,000
Ambulance Fund	210,000
Fire Alarm Fees	10,000
NSES Grants/Fees	16,500
Water Receipts	239,924
Total	\$18,013,494

Ralph Osgood of the Masconomet School Committee proposed that Line 5600 of the Department 302 budget be increased from \$4,273,662 to \$4,333,662. John Erickson, chairman of the Finance Committee, explained that the Selectmen had moved \$60,000 out of this line item to Article 8. Mr. Osgood withdrew his amendment. The unamended main motion carried by a majority.

Article 7: On petition of the Board of Selectmen, Police Chief, Fire Chief, Middleton School Committee and Superintendent of Schools to see if the Town will vote to raise and appropriate the sum of \$169,500 which will be used as follows; \$32,800 for a Math Specialist (tutor) [fringe benefits are not included since they are already in the local school budget], \$16,400 to increase the hours of a Police Clerk/Dispatcher from 18 to 28 hours, [fringe benefits are included in this amount], \$57,600 for an additional Police Officer [fringe benefits are included in this amount], \$62,700 for an additional Firefighter-Paramedic [fringe benefits are included in this amount]; and to see if such funds will be raised by taxation provided that said approval shall be contingent upon the passage of a Proposition 2-1/2 referendum under Massachusetts General Laws Chapter 59, Section 21C.

Purpose: The Board of Selectmen and Finance Committee agreed to combine all of the new position requests into a single appropriation since funds outside of the limits of Proposition 2-1/2 are needed to pay for them and because all of the above requests represent legitimate, long standing, and well documented needs within the three largest departments; the local School, Police, and Fire Departments. The total amount needed within three years for all of these positions is \$195,000, but the first year appropriation is \$169,500 as shown above. While fiscal capacity exists for funding a portion of the total permanent expenses of \$195,000 (\$45,000 or 23%) within the limits of Proposition 2-1/2, the remaining amount of \$150,000 is not available unless the limits of spending are increased through a Proposition 2-1/2 Ballot Question. Therefore a Proposition 2-1/2 Override Question requesting an additional \$150,000 will appear on the May 17, 2004 Town Election Ballot.

The Finance Committee recommended adoption of Article 7 as written and the appropriation of \$169,000 from taxation, contingent on the passage of override Question 1 on the Town Election ballot. They explained that the Town is growing rapidly enough to justify these positions. After considerable discussion, the motion carried by a majority.

Article 8: On petition of the Board of Selectmen and Masconomet Regional School Committee to see if the Town will vote to raise and appropriate the sum of \$60,000 for the purpose of completing the funding of the Masconomet Regional School District Budget as approved and certified by the District on March 17, 2004 for the fiscal year beginning July first two thousand and four; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

Informational Note – The additional amount of \$60,000 is added to the Omnibus Budget because a Proposition 2 ½ Override is required to fund this portion of Masconomet operating Budget.

It is important to point out that if two of the three towns in our region pass general overrides which also contain funds for the Masconomet School District, the third town, under the Masconomet District Agreement, must come up with its proportional share of funds.

The Finance Committee did not recommend adoption of Article 8, but specified that the funding source would be taxation. Ralph Osgood made a motion to amend Article 8 down to \$26,136, and the amendment was seconded from the floor. The amendment was adopted on a unanimous voice vote. The vote on the amended main motion was taken by a showing of cards and the results were: Yes—69; No—51. The motion carried.

The Moderator thanked Susan Richardson, who is retiring from the Masconomet School Committee, for her nine years of intelligent, diligent, dedicated service.

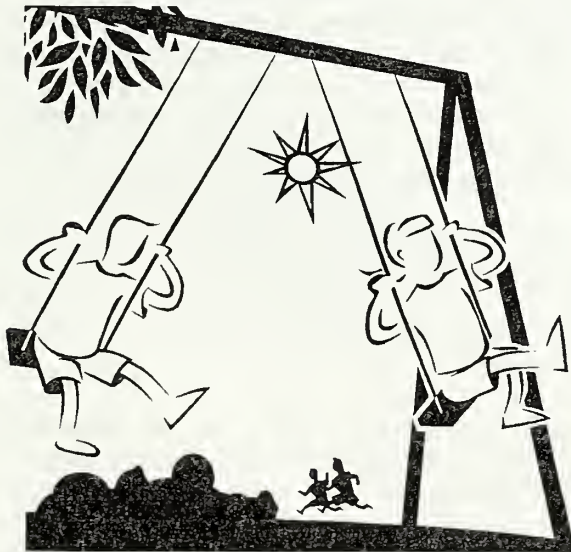
He then recognized Senator Tarr, who briefly updated the Meeting on matters before the state legislature.

Article 9: On petition of the Middleton School Committee and Superintendent of Schools to see if the Town will vote to raise and appropriate the sum of \$20,000 to purchase instructional technology for Howe-Manning and Fuller Meadow Schools; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

As recommended by the Finance Committee, the Meeting voted unanimously to raise \$20,000 from Overlay Reserve to purchase instructional technology for the elementary schools.

Article 10: On petition of the Middleton School Committee and Superintendent of Schools to see if the Town will vote to raise and appropriate the sum of \$11,700 to purchase furniture for an additional new first grade at the Fuller Meadow School and for replacement furniture at Howe-Manning School; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended Article 10 and that it be funded from the Overlay Reserve, and the motion carried unanimously.



Article 11: On petition of the Middleton School Committee and Recreation Commission to see if the Town will vote to raise and appropriate the sum of \$75,000 to replace the playground equipment at the Howe-Manning School and make it compliant with the Federal Americans With Disabilities Act (ADA) and Massachusetts Architectural Access Board Regulations (AAB; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this appropriation from the Overlay Reserve. Jack Leitner, Jane Erickson and Melina Prentakis spoke in favor, and the motion carried on a unanimous voice vote.

Article 12: On petition of the Master Plan Committee and Board of Selectmen to see if the Town will vote to amend the Town Bylaws by adding the following new committee:

Creation:

There is hereby established a Community Preservation Committee, consisting of nine (9) voting members pursuant to Massachusetts General Laws Chapter 44B. Each of the members shall be appointed by the Town Moderator as follows:

One member of the Conservation Commission for a term of three years.
One member of the Historical Commission for a term of one year, and thereafter for a term of three years.
One member of the Planning Board for a term of two years, and thereafter a term of three years.
One member of the Board of Selectmen for a term of three years.
One member of the Housing Authority for a term of one year, and thereafter for a term of three years.
One member for the Finance Committee for a term of three years.
One member of the Master Plan Committee for a term of two years, and thereafter a term of three years.
One citizen-at-large member for a term of two years, and thereafter a term of three years.
One citizen-at-large member for a term of one year, and thereafter a term of three years.

Each member of the committee shall serve for a term of one year, or, where applicable, until the person no longer serves in the position or on the board, committee, or commission as set forth above, whichever is earlier.

Should any of the commissions, boards, or committees who have appointment authority under this bylaw be no longer in existence for whatever reason, and provided that no successor commission, board or committee is created in which case the appointment power shall remain with the successor, the nomination authority for the entity shall become the responsibility of the Board of Selectmen.

Any member of the Committee may be removed for cause by the respective appointing authority after hearing.

Duties:

The Community Preservation Committee shall study the needs, possibilities and resources of the town regarding community preservation. The committee shall consult with existing municipal boards, including the Conservation Commission, the Historic Commission, the Planning Board, and the Housing Authority, or persons acting in those capacities or performing like duties, in conducting such studies. As part of its study, the committee shall hold one or more public information hearings on the needs, possibilities and resources of the town regarding community preservation possibilities and resources, notice of which shall be posted publicly and published for each of two weeks preceding a hearing in a newspaper of general circulations in the town.

The Moderator accepted a motion to lay Article 12 on the table until the completion of action on Article 13. The motion was seconded from the floor and carried unanimously.

After the adoption of Article 13, both the Finance Committee and the Planning Board recommended Article 12, and the motion carried unanimously.

Article 13: On petition of the Master Plan Committee and Board of Selectmen to see if the Town will vote to accept Sections 3 to 7, inclusive of Chapter 44B of the Massachusetts General Laws, otherwise known as the **Massachusetts Community Preservation Act**, by approving a 1% surcharge on real property for the purposes permitted by said Act, including the acquisition, creation and preservation of open space, the acquisition and preservation of historic resources, the acquisition, creation and preservation of land for recreational use, the creation, preservation and support of community housing, and the rehabilitation and restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created as provided under said Act, to determine whether the Town will accept the exemption from such surcharge permitted under Section 3(e) of said Act providing for an exemption of \$100,000 of the value of each taxable parcel of residential real property; or to take any other action relative thereto.

Purpose: Adoption of the Community Preservation Act (CPA) allows communities to raise and spend funds for 3 designated areas:

- 10% for open space and recreation
- 10% for affordable housing
- 10% for historic preservation
- 70% in any combination for any of the above areas

Communities that adopt the CPA are rewarded with state matching funds from a designated trust account funded by fees paid at the Registry of Deeds. So far each community that has adopted the Act has received a 100% match of the locally raised revenue in each year that the CPA has been in existence. The balance in the state trust fund has grown each year because more money is going into the trust fund than is needed for state matching funds. The mechanism for communities to raise local CPA funds is a surcharge on real estate taxes.

The impact of the CPA on local taxes depends on how each community at town meeting decides to spend the CPA funds. If Middleton uses the CPA to fund necessary projects it would finance entirely from local taxes, then Middleton taxpayers will save money because state funds are helping to finance these project(s).

In FY02 and FY03 Middleton voters authorized \$303,00 (\$37,000 skateboard park construction, \$158,000 Memorial Hall renovations, \$56,000 Old Town Hall renovations, \$52,000 TIF for property on South Main Street) in projects that fit under the CPA. If we had the CPA, 50% of this amount would have been contributed by the state. Middleton taxpayers would have saved \$151,500.

If a community uses the CPA to increase spending, the tax burden will increase. The choice is ours at Town Meeting. The use of local CPA funds and state matching funds is decided by Town Meeting based on recommendations from the Community Preservation Committee.

The CPA is an alternative funding source for Middleton's projects that can lower the overall burden on Middleton taxpayers.

<u>Example:</u>	<u>FY 2004</u>	<u>FY 2004 with CPA</u>
Amount needed for budget approved at Town Meeting	\$13,233,914	12,233,914
Less State Matching CPA Funds	\$0	(\$100,255.00)
Total needed from Middleton Taxpayers	\$13,233,914	\$13,133,659
Less CPA Surcharge	\$0	(\$100,255)
Real Estate Taxes needed	\$13,233,914	\$13,033,404
 Tax Rate:	 \$10.58	 \$10.42
 Average assessed one family	 \$427,666	 \$427,666
Tax Rate:	\$10.58	\$10.42
Tax Paid:	\$4,525	\$4,456
 Surcharge (Tax) Calculation: \$427,666 value - <u>\$100,000 exemption</u>		
Remaining Valuation Subject to CPA Tax: \$327,666		
Taxes due at the \$10.42 rate: \$3,414		
 1% Surcharge:	 \$0.00	 \$34.14
 Total paid:	 \$4,524.71	 \$4,490.42
 AVERAGE SINGLE FAMILY HOME SAVES		 \$34.28

Jill Mann for the Finance Committee moved that the Town of Middleton hereby accepts Sections 3 to 7 inclusive of Chapter 44B of the General Laws, otherwise known as the Community Preservation Act, by approving a surcharge on real property for the purposes permitted by said Act, including the acquisition, creation, and preservation of open space, the acquisition and preservation of historic resources, the acquisition, creation and preservation of land for recreational use, the creation, preservation and support of community housing, and the rehabilitation and restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created as provided under said Act; that the amount of the surcharge on real property be 1% of the annual real estate tax levy against real property; and the Town hereby accepts the exemption of \$100,000 of the value of each taxable parcel of real residential property.

The Finance Committee recommended adoption of Article 13. Kosta Prentakis of the Master Plan Committee spoke in favor of the Article, as did Pike Messenger, Conservation Commission Agent. Article 13 was adopted by a unanimous voice vote.

Article 14: On petition of the Police Chief, Fire Chief, and Public Works Superintendent to see if the Town will vote to raise and appropriate the sum of \$16,000 to purchase a message and traffic speed control electronic sign on a trailer; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended Article 14 as written with the Maritimes Fund as the source of funding, and the motion carried unanimously.

Article 15: On petition of the Police Chief to see if the Town will vote to raise and appropriate the sum of \$3,000 to purchase material to build a storage shed at the police station to house equipment, recovered stolen property, bicycles and other items from the police garage and basement; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended adoption of Article 15 with the \$3,000 to come from the Overlay Reserve. It was explained that the shed will be built with labor from the North Shore Technical High School; the Town will provide materials. The motion carried on a unanimous voice vote.

Article 16: On petition of the Police Chief to see if the Town will vote to authorize the firearms license and permit revolving fund under Massachusetts General Laws Chapter 44, Section 53E ½, and to authorize the use of such fees for firearm permits issuance expenses, and the purchase of equipment and technology associated with the implementation of Chapter 180 of the Acts of 1998, or take any other action thereto.

On the recommendation of the Finance Committee, the Meeting unanimously voted the re-authorize this fund.

Article 17: On petition of the Police Chief to see if the Town will vote to raise and appropriate the sum of \$5,000 for HVAC design and engineering services for the replacement of the heating system at the Police Department; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this article as written with Overlay Reserve as the funding source, and the motion carried unanimously.

Article 18: On petition of the Board of Assessors to see if the Town will vote to adopt Section 5 of Chapter 184 of the Acts of 2002 and to increase the amount of the exemptions set forth in Section 5 of taxable valuation to \$6,000 or the sum of \$750, whichever would amount in an exemption of the greater amount of taxes due, said acceptance to take effect in Fiscal Year, or to take any other action thereon.

Purpose: At the Special Town Meeting two years ago, two changes were adopted to what is known as the Clause 41 C exemption program for older taxpayers with limited income and assets. The qualifying age for the exemption was lowered to 65 and the asset and income limits were raised. At that time, the Board of Assessors did not support the third change in state laws allowing an increase in the amount of the exemption from \$500 to a maximum of \$750 or \$6,000 in assessed value until the impact was known from the other two changes listed above. The Board of Assessors now recommends increasing the exemption. If adopted there is no increase in state reimbursement for these potential exemption increases. The Board of Assessors is recommending an exemption amount of \$750 tax or \$6,000 in value.

This is a breakdown of the last few years:

Year	total exempted	# of exemptions
FY2000	\$ 8,500.00	17
FY2001	\$ 6,500.00	13
FY2002	\$ 7,500.00	15
FY2003	\$ 11,500.00	23

* Applications are not complete for FY 04

On the recommendation of the Finance Committee, the Meeting voted unanimously to adopt this statute and increase the amount of the exemption allowed, and the motion carried unanimously.

Article 19: On petition of the Middleton Planning Board and Inspector of Buildings to see if the Town will vote to amend the Zoning Bylaws, **Section 9 Nonconformity – 9.1.1 Increase in Extent of Nonconforming Uses:** by adding the following to the end of this section;

“Exception: Lots that conform to the bylaw in every respect except land area may be issued a building permit after a determination by the Building Inspector that the proposed work will be in compliance with the zoning bylaw and not increase the non-conformity of the structure or use.”

Purpose: Persons choosing to make alterations or additions to their homes and living on an undersized lot for their particular zoning district are currently required to go to the Board of Appeals for a Special Permit. If the project meets all other zoning criteria the Board of Appeals is obligated to approve the Special Permit. This is known as “matter of right”. The change above is designed to eliminate the red tape which forces the resident to file for a hearing, pay a filing fee of \$100, hire representation, attend a hearing whose positive result is not in doubt, and then wait for a decision to be drafted, wait another twenty days for appeal period to lapse, file the decision at the registry of deeds, and then apply for a building permit. This is an intimidating process that can take three months or so to complete for what might be a very simple project. It will also help to limit the caseload of the Board of Appeals.

The Finance Committee deferred to the Planning Board. The Planning Board recommended adoption of Article 19, and their motion was seconded from the floor. The Master Plan Committee also recommended adoption of this change, and the vote to do so was unanimous.

Article 20: On petition of the Middleton Planning Board and Inspector of Buildings to see if the Town will vote to amend the Zoning Bylaws, **Section 4.1.1 Permitted Uses, Subsection F:** by deleting the words **“or building accessory thereto”** from the existing sentence which reads: **“Customary home occupation conducted in a dwelling or building accessory thereto by a person residing on the premises provided that;”** The new sentence will read **“Customary home occupation conducted in a dwelling by a person residing on the premises provided that;”**

Purpose: A yes vote will bring the regulation and the definition of a home occupation found in Section 2 into agreement. Currently the definition and the wording of the bylaw are at odds with each other. This change will enable uniform enforcement.

The Finance Committee deferred to the Planning Board. The Planning Board recommended adoption of Article 20, and their motion was seconded from the floor. The Meeting voted unanimously to adopt Article 20.

Article 21: On petition of the Inspector of Buildings to see if the Town will vote to amend the Zoning Bylaws, Section 4.1.1 Permitted Uses, Subsection F.2: by deleting in its entirety the words: “**Such use shall not utilize more than twenty-five (25) percent of the floor area of the dwelling unit to which such use is secondary**”, and inserting in its entirety the words: “**Such use shall not utilize more than twenty-five (25) percent of the footprint area of the dwelling unit to which such use is secondary**”.

Purpose: As currently written the term “floor area” is not specific. It could mean: floor area of the floor the home occupation is located on; or floor area of the total square footage of all the floors in the dwelling; is the garage and/or basement included in the calculation? The word “footprint” is finite, and leaves nothing to misinterpretation. This will establish a finite method of measuring so the amount of home occupation can be clearly established in each situation.

The Finance Committee deferred to the Planning Board. The Planning Board did not recommend it, but moved the article, which was seconded from the floor. The motion to adopt Article 21 carried unanimously.

Article 22: On petition of the Inspector of Buildings to see if the Town will vote to amend the Zoning Bylaws, Section 4.1.2 Allowed by Special Permit, Subsection A: by deleting in its entirety the words: “**Two-family Dwelling, if located on a lot having an area not less than twice the area hereinafter required for a Single-family Dwelling in the same district**”, and inserting in its place the words: “**Two-family dwelling, if located on a lot having an area and other required dimensions including frontage and side and rear setbacks not less than twice the area and other required dimensions hereinafter required for a Single-family Dwelling in the same district. Front yard setback will not be subject to any increase**”.

Purpose: Middleton, by its current zoning, places only one restriction of the construction of two-family dwellings and that is lot size. The Board of Appeals recently lost two court cases in which they tried to deny the construction of two separate two-family dwellings that had the land area but were still considered a problem to the neighborhoods. The proposed change will continue to allow two-family dwellings, but it will increase their separation from other dwellings by 100% minimizing, as much as possible, any adverse impact. This change will set a clear regulation for two family houses and protect abutters from having the structure built too close to their property line.

The Finance Committee deferred to the Planning Board. The Planning Board did not recommend the amendment, but explained that their vote was taken with less than the full board in attendance. Steven Weitzler of the Planning Board made a motion that Article 22 be adopted, which was seconded from the floor. After some discussion, a vote was taken by a showing of cards, and the results were: Yes—58; No—35. The Moderator declared that the motion did not carry: a 2/3 plurality had not been obtained.

Article 23: On petition of the Master Plan Committee and Board of Selectmen to see if the Town will vote to reauthorize the existence of the Master Plan Committee as follows:

Appointing Authority:

The Town Moderator shall make all appointments to the Master Plan Committee.

Committee Size:

The Committee shall be composed of nine voting members with the Town Administrator serving in an ex-officio capacity.

Duration:

The Committee shall expire on June 30, 2010 unless extended by Town Meeting.

Terms:

The members shall be appointed to three year staggered terms.

Purpose: The Committee will be responsible for:

1. Monitoring and facilitating the successful completion and implementation of the objectives of the Master Plan approved on November 16, 1999;
2. Reporting annually to Town Meeting on the continued validity of the planning assumption underlying the Master Plan;
3. Recommending amendments to the Master Plan if warranted by new information, changing conditions and town objectives;
4. Making recommendations to Town Meeting as required by the Town's Municipal Facilities Planning Principles;
5. Completing the Town's due diligence pursuant to the Town's Land Acquisition Procedure.

Both the Finance Committee and the Planning Board recommended the reauthorization of the Master Plan Committee, and the Meeting voted to do so unanimously.

Article 24: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$120,000 to purchase a new wheel loader (front-end loader) with snow plow attachment; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

As recommended by the Finance Committee, the Meeting voted unanimously to purchase a new wheel loader with the funds to come from the Maritimes Fund.

Article 25: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$55,000 to purchase a new 17,500 (pound) GVW dump truck with snow plow attachment to be used together with the trade-in value of the department's existing 1995 Chevy 3500 (pound) GVW dump truck; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended appropriating \$55,000 from Overlay Reserve to purchase a new dump truck, explaining that this is part of normal capital planning. Their motion carried unanimously.

Article 26: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$27,000 to purchase a new four wheel drive utility vehicle; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

On the recommendation of the Finance Committee, the Meeting voted unanimously to purchase this vehicle with money from the Maritimes Fund.

Article 27: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$14,000 to pave three streets in the Oakdale Cemetery; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this appropriation to be taken from the Cemetery Fund, explaining that this is an ongoing maintenance project. The motion carried unanimously.

Article 28: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$10,000 for engineering and consulting services to develop and implement the second phase of the Massachusetts Department of Environmental Protection's Phase II Storm Water Regulations Program; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

Both the Finance Committee and the Planning Board recommended adoption of Article 28, with the funding source to be the Water Fund, and the Meeting voted to do so unanimously.

Article 29: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$7,500 to purchase a sixty-one inch deck riding lawn mower; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended adoption of Article 29 as written with the source of funding to be Free Cash. The Meeting voted to do so unanimously.

Article 30: On petition of the Superintendent of Public Works and the Sidewalk and Traffic Safety Advisory Committee to see if the Town will vote to raise and appropriate the sum of \$10,000 to fund engineering services and the preparation of design plans and cost estimates for sidewalk construction on Essex Street from the present sidewalk terminus near Vera Road to the Watkins Way utility easement beyond Creighton Pond a distance of approximately 1.9 miles; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended Article 30 as written with the funds to come from the Sidewalk Fund. Steven Weitzler questioned the funding source and made a motion that the funding source be the Stabilization Fund. His motion was seconded from the floor. The motion to amend was taken by a showing of cards and the results were: Yes—47; No—32. The amendment carried by a majority. The vote on the amended main motion was also taken by a showing of cards, and the results were: Yes—67; No—21. The 2/3 majority necessary to take funds from the Stabilization Fund was attained.

Article 31: On petition of the Superintendent of Public Works to see if the Town will vote to raise and appropriate the sum of \$10,000 to fund the purchase and planting of public shade trees along publicly owned land or with the permission of the landowner on private property next to the public right-of-way on South Main Street in locations that are currently without landscaping and or shade trees; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

On the recommendation of both the Finance Committee and the Planning Board, the Meeting voted unanimously to make this appropriation from Free Cash.

Article 32: On petition of the Flint Public Library Trustees to see if the Town will vote to raise and appropriate the sum of \$35,000 to pay for professional services of an engineer, site plan architect, and surveyor to prepare a site plan under the requirements of Section 8.1 of the Middleton Zoning Bylaw for the expansion of the Flint Public Library. Said site plan shall include arrangement and appearance of the proposed building addition, screening and landscaping, parking and loading plan, pedestrian and vehicular traffic flow, lighting, drainage, and shall show compliance with all

other provisions of the Zoning Bylaw, and to pay for an update to the professional building cost estimate completed in June 2000 for construction of the proposed expansion and renovation of the Flint Public Library; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended Article 32 and that it be funded from Overlay Reserve. The Planning Board also recommended this appropriation. Lois Gianni, chair of the Library Trustees, explained that the estimate for this work is \$70,000 and that the Library Trustees are funding the other half. The motion carried unanimously.

Article 33: On petition of the Board of Selectmen to see if the Town will vote to accept Meadowlark Farm Lane as a Town Street as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board recommended acceptance of Meadowlark Farm Lane, and the motion was seconded from the floor. Steven Weitzler spoke against this acceptance, and the motion did not carry.

Article 34: On petition of the Board of Selectmen to see if the Town will vote to accept a portion of Sawyer Road as a Town Street from Liberty Street a distance of 1,029 feet to Station 10+29.04 as shown on the "Definitive Subdivision Plan for Ryebrooke Estates Phase I by Christiansen and Sergi Inc. dated as revised on April 14, 2000" as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board recommended acceptance of this section of Sawyer Road, and the motion was seconded from the floor. Beverly Popielski, 9 Mill Street, recommended waiting until the second phase of this development is complete to accept the street. The motion did not carry.

Article 35: On petition of the Board of Selectmen to see if the Town will vote to accept a portion of Park Avenue as a Town Street from Park Avenue Station 104+18 a distance of 762 feet to Station 111+79.90 as shown on the "Definitive Subdivision Plan for Rolling Meadow Farm by Merrimack Engineering Services dated as revised on January 29, 1999" as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board recommended acceptance of this portion of Park Avenue, and the motion was seconded from the floor. After some discussion, the Meeting voted not to accept this portion of Park Avenue.

Article 36: On petition of the Board of Selectmen to see if the Town will vote to accept a portion of Blais Farm Road as a Town Street from Park Avenue (Station 200+00) a distance of 504 feet to Station 205+03.50 as shown on the "Definitive Subdivision Plan for Rolling Meadow Farm by Merrimack Engineering Services dated as revised on January 29, 1999" as laid out by the Board of Selectmen under Massachusetts General Laws, Chapter 82, Section 22, and in compliance with the Planning Board's Subdivision Rules and Regulations for new streets.

The Finance Committee deferred to the Planning Board. The Planning Board recommended acceptance of this portion of Blais Farm Road, and their motion was seconded from the floor. After a brief discussion, a vote was taken and the motion did not carry.

Article 37: On petition of the Flint Public Library Trustees to see if the Town will vote to raise and appropriate the sum of \$5,387 to staff the Library and enable it to open to the public on another weekday in the summer; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing, or by any combination thereof.

On the recommendation of the Finance Committee, the Meeting voted unanimously to open the library another weekday in the summer and to appropriate the \$5,387 from taxation.

Article 38: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$15,000 to be used for funding family and youth counseling services to Middleton students at Masconomet and other Middleton families and students with said services to be contracted through the Tri-Town Council; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended Article 38 with the funds to come from the Maritimes Fund. After some discussion, the Meeting voted unanimously to fund these family and youth counseling services.

Article 39: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$10,000 to be used for family and youth counseling services to Middleton students at Masconomet and providing other Middleton families and students with said services to be contracted through the Tri-Town Council, and provided that this amount shall only be expended if financial support for such counseling is appropriated by the Towns of Boxford or Topsfield at their Annual Town Meetings for Fiscal Year 2005 in order to fund the restoration of a full time family and youth counselor serving all three towns through the Tri-Town Council; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

Purpose: The purpose of Articles 38 and 39 is to continue the funding in Middleton for the family and youth counselor contracted through the Tri-Town Council. Middleton funded this position on a part-time basis after Masconomet cut support from its budget in Fiscal Year 2004. The counselor was also available to students and their families who did not attend Masconomet and participation was "vigorous and active without outreach efforts."

The part-time program provided through Licensed Social Worker Helene Levin is very successful, well utilized, and is filling a large gap in the availability of critical counseling services to all students and families in Middleton, although more time is needed to fully meet the needs of the clients. The counselor reports that participants have already demonstrated an uncommon commitment to overcoming their problems, expanding their personal resources and improving their lives.

Additional funding is provided in Article 35 as it is Middleton's sincere hope the towns of Boxford and Topsfield will appropriate funds in order to contract with a counselor who would be available on a full time basis to serve the region's family and youth counseling needs.

The Finance Committee recommended this appropriation and that it be taken from the Maritimes Fund, and the Meeting voted to do so unanimously.

Article 40: On petition of the Board of Selectmen to see if the Town will vote to raise and appropriate the sum of \$50,000 to install, after obtaining permits from the Massachusetts Highway Department, a signalized pedestrian crosswalk on South Main Street between the entrance to the Fuller Meadow School and Fuller Pond Road and to make affiliated changes to the roadway, adjoining sidewalks, road shoulders and driveways as required; by transfer from available funds, by borrowing or by any combination thereof.

Both the Finance Committee and the Planning Board recommended this project, and the Finance Committee stipulated that the funds should come from Free Cash. After considerable discussion, the motion carried by a majority.

Article 41: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$16,000 to purchase large diameter hose, one semi-automatic defibrillator, one base station radio console and rebuild the fire whistle; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

On the recommendation of the Finance Committee, the Meeting voted unanimously to appropriate from the Maritimes Fund \$16,000 for Fire Department equipment.

On the recommendation of the Finance Committee, the Meeting voted unanimously to adopt Article 41, with the 416,000 to come from the Maritimes Fund.

Article 42: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$13,500 to renew the contract with a professional ambulance billing service to process payment from all third party insurance agencies and recover the authorized reimbursement for ambulance services from Medicare and Medicaid; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee recommended this appropriation and specified that it should come from the Ambulance Fund. The motion carried unanimously.

Article 43: On petition of the Fire Chief to see if the Town will vote to raise and appropriate the sum of \$35,000 to replace the heating system at the Fire Station including but not limited to; the removal and replacement of the old furnace and burner, the installation of a fuel oil safety barrier, the renovation and upgrading of the building's heating distribution system, and affiliated building repairs; and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

This appropriation was recommended by the Finance Committee with the funding source to be the Maritimes Fund. The motion carried.

Article 44: On petition of the Conservation Commission, the Memorial Day Committee and the Veterans' Service Officer to see if the Town will vote to raise and appropriate the sum of \$3,000 to fund the purchase and installation of a Veterans' Memorial Monument at the town owned open space land off Locust Street (Locust Street East); and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

The Finance Committee did not have a recommendation in anticipation of an amendment. It was moved and seconded from the floor that Article 44 be approved with Overlay Reserve as the funding source. Ted Butler, Veterans' Service Officer offered an amendment to remove the phrase "at the town owned open space land off Locust Street (Locust Street East)" and replace it with the phrase "at a location on town owned land to be decided by the Board of Selectmen at a public hearing with recommendations from the Conservation Commission, the Memorial Day Committee and the Veterans' Service Officer." The amended main motion carried unanimously.

Article 45: On petition of the Electric Light Commissioners to see if the Town will vote to accept a sum of money from the earning of the Electric Light Department, said sum to be used for the reduction of taxes.

On the recommendation of the Finance Committee, the Meeting voted unanimously to accept \$107,000 from the Middleton Electric Light Department.

Article 46: On petition of the Electric Light Commissioners to see if the Town will vote to authorize the appropriation of all income of the Municipal Light Department, the whole to be expended by the Manager thereof under the direction and control of the Commissioners, for the expenses of the Department for the Fiscal Year as defined in Section 57 of Chapter 164 of the General Laws of the

Commonwealth, and the excess to be transferred to the Depreciation Fund of said Department to be used as the Commissioners may direct hereto.

The Finance Committee recommended passage of Article 46, pointing out that no funds are involved. The motion carried unanimously.

Article 47: On petition of the Board of Selectmen to see if the Town will vote to transfer a sum of money to be taken from Free Cash to apply to, and reduce the Fiscal Year 2005 Tax Rate.

The Finance Committee recommended that \$150,000 be transferred from Free Cash to reduce the FY05 tax rate. The motion passed on a unanimous voice vote.

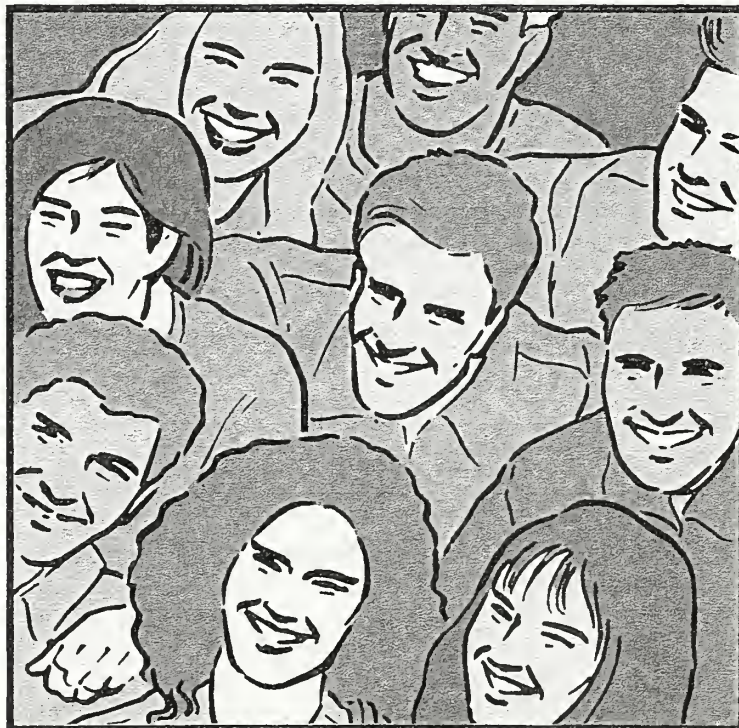
Article 48: On petition of the Board of Selectmen and Finance Committee to see if the Town will vote to appropriate a sum of money to the Stabilization Fund, and to see if such funds will be raised by taxation; by transfer from available funds, by borrowing or by any combination thereof.

On the recommendation of the Finance Committee, the Meeting voted unanimously to appropriate \$100,000 from Free Cash to the Stabilization Fund.

At 11:27 PM the Moderator entertained a motion to dissolve the Meeting. The motion was quickly seconded from the floor and carried on a unanimous voice vote.

Attest, a True Copy,

Sarah B. George
Town Clerk



ANNUAL TOWN ELECTION

May 17, 2004

The Polls were opened at 7:00 AM by Warden Sandra Pollock and remained open until 8:00 PM. There were 4384 registered voters at the close of registration before the election, and 778 ballots (18%) were cast: 484 in Precinct 1, and 294 in Precinct 2. The results were as follows:

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
MODERATOR			
Henry A. Tragert*	392	237	629
All Others	4	2	6
Blanks	88	55	143
SELECTMAN			
Timothy P. Houten*	299	201	500
Joseph E. Pascucci*	275	174	449
Glenn J. Kassiotis	187	108	295
All Others	6	6	12
Blanks	201	99	300
CONSTABLE			
Paul F. Armitage*	402	248	650
All Others	1	2	3
Blanks	81	44	125
ASSESSOR			
Patricia Ohlson*	354	218	572
All Others	0	2	2
Blanks	130	74	204
ELEMENTARY SCHOOL COMMITTEE			
Elizabeth Barkowski-Fidias*	342	202	544
All Others	1	1	2
Blanks	141	91	232
REGIONAL SCHOOL COMMITTEE			
Arthur F. Cannon, Sr.*	267	184	451
Arete Pascucci	145	87	232
All Others	0	0	0
Blanks	72	23	95
PLANNING BOARD			
Harry W. Mathews*	245	135	380
Jayne M. Alfano	168	129	297
All Others	0	0	0
Blanks	71	30	101
LIGHT COMMISSIONER			
Charles S. Clinch, III*	389	233	622
All Others	0	0	0
Blanks	95	61	156

OFFICE/QUESTION	PRECINCT 1	PRECINCT 2	GRAND TOTAL
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LIBRARY TRUSTEE

Sonja Nathan*	396	235	631
All Others	0	0	0
Blanks	88	59	147

HOUSING AUTHORITY/5 YRS.

Charles M. Collier*	366	224	590
All Others	0	0	0
Blanks	118	70	188

HOUSING AUTHORITY/3 YRS.

Ann Richardson*	4	10	14
All Others		5	5
Blanks	469	279	748

QUESTION 1

Shall the Town of Middleton be allowed to assess an additional \$150,000 in real estate and personal property taxes for the purpose of funding a portion of the costs of a Math Specialist in the Elementary Schools, a Police Officer, a Firefighter-Paramedic, and increased hours for a Police Clerk/Dispatcher for the fiscal year beginning July first, two thousand and four?

Yes	245	132	377
No*	224	158	382
Blanks	15	4	19

QUESTION 2

Shall the Town of Middleton be allowed to assess an additional \$60,000 in real estate and personal property taxes for the purpose of funding a portion of the Masconomet Regional School District Operating Budget for the fiscal year beginning July first, two thousand and four?

Yes	198	101	299
No*	269	185	454
Blanks	17	8	25



REPORT OF THE TOWN ACCOUNTANT

FY '03 & FY '04

The following financial reports are for fiscal years July 1, 2002 through June 30, 2003 and July 1, 2003 through June 30, 2004. They include statements of cash disbursements, expenses, cash receipts, revenues, and the balance sheets.

I would like to thank my office staff, Nancy Titus for her dedicated service. I would also like to thank the boards, commissions and department heads for their cooperation during the year.

Respectfully Submitted,

Andrew Vanni



TOWN OF MIDDLETON
BALANCE SHEET
June 30, 2003

	GENERAL #22-26	SPECIAL REVENUE #28	CAPITAL PROJECTS #31	ENTERPRISE TRUST FUNDS #62	NON-EXPENDABLE TRUST FUNDS #82	EXPENDABLE TRUST FUNDS #84	STABILIZATION #85	CONSERVATION LAND TRUST #86	AGENCY FUNDS #89	LONG TERM DEBT #97	TOTALS
ASSETS:											
CASH	17,824,996										17,824,996
PETTY CASH	375										375
POOLED CASH	(13,626,902)	1,780,211		9,081,833	588,496	270,158	650,716	77,177	414,676		0
TEMPORARY CASH											0
INVESTMENTS - STOCK											0
REAL ESTATE/PERSONAL PROPERTY	7,013,278										7,013,278
LESS: ALLOW FOR ABATEMENTS	(539,681)										(539,681)
NET REAL ESTATE/PERSONAL PROPERTY	6,473,597										6,473,597
TAX TITLE	939,821										939,821
MOTOR VEHICLE EXCISE	179,914										179,914
WATER/ELECTRIC LIENS	5,969										5,969
OTHER RECEIVABLES	22,150	104,893		96,108							223,151
FIXED ASSETS				6,720,230							6,720,230
INVESTMENTS											0
AMOUNT TO BE PROVIDED										7,428,550	7,428,550
DUE TO/FROM OTHER GOVERNMENTS											0
TOTAL ASSETS	11,819,920	1,885,104	0	15,898,171	588,496	270,158	650,716	77,177	414,676	7,428,550	39,796,603
LIABILITIES:											
BONDS PAYABLE											
DEPOSITS				625,000						7,428,550	8,053,550
ACCOUNTS & WARRANTS PAYABLE											0
DEFERRED REVENUE:	(5,803)			682,119							680,305
REAL ESTATE/PERSONAL PROPERTY											0
ELECTRIC/WATER LIENS	5,969										5,969
MOTOR VEHICLES	179,914										179,914
TAX TITLE	939,821										939,821
DEFERRED REVENUES OTHER	6,473,597			96,108							6,569,705
BONDS & GUARANTEES									414,676		414,676
DUE FROM OTHER GOV'T											0
NOTES PAYABLE											0
TOTAL LIABILITIES	7,593,498	0	0	1,403,227	0	0	0	0	414,676	7,428,550	16,843,940
FUND EQUITY:											
RESERVED FUND BALANCES	1,926,752	1,885,104									18,957,026
UNRESERVED FUND BAL - SURPLUS	2,299,295	675,862		13,474,839	588,496	270,158	650,716	77,177			3,995,262
PETTY CASH	375			1,020,105							375
RETAINED EARNINGS											0
ENCUMBRANCES											0
TOTAL EQUITY	4,226,422	1,885,104	0	14,494,944	588,496	270,158	650,716	77,177	0	0	22,962,663
TOTAL LIABILITIES & EQUITY	11,819,920	1,885,104	0	15,898,171	588,496	270,158	650,716	77,177	414,676	7,428,550	39,796,603

**TOWN OF MIDDLETON
CASH RECEIPTS SUMMARY**

ENDING 6/30/03											
#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABILI ZATION	#86 CONSERV. LAND	TOTAL
TAXES:											
PERSONAL PROPERTY	176,250										176,250
REAL ESTATE	11,701,160										11,701,160
MOTOR VEHICLE	1,044,790										1,044,790
TAX TITLE PENALTY & INTEREST	7,730										7,730
PENALTY & INTEREST EXCISE	75,130										75,130
LIEU OF TAXES	191,951										191,951
TAX OFFICE FEES & CHARGES	30,551										30,551
ELECTRIC/WATER LIENS	1,639										1,639
SUBTOTAL	13,229,201										13,229,201
FEES AND CHARGES:											
ASSESSORS	3,000										3,000
TOWN CLERK	18,651										18,651
POLICE	85,290										85,290
CEMETERY	14,650										14,650
SELECTMEN	35,392										35,392
FIRE	9,675										9,675
BUILDING INSPECTIONS	262,105										262,105
BOARD OF HEALTH	37,208										37,208
LANDFILL	111,285										111,285
PLANNING BOARD	7,800										7,800
DPW	6,734										6,734
BOARD OF APPEALS	1,805										1,805
SUBTOTAL	593,595										593,595

**TOWN OF MIDDLETON
CASH RECEIPTS SUMMARY**

ENDING 6/30/03

	#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABIL- IZATION	#86 CONSERV. LAND	TOTAL
STATE REVENUE:												
POLICE INCENTIVE	31,519											31,519
LOCAL AID	177,923											177,923
LOTTERY	304,417											304,417
HOTEL TAX	58,470											58,470
MISC	38,045											38,045
STATE OWNED LAND	6,383											6,383
VETERANS & BLIND	21,290											21,290
SCHOOL AID CHAP. 70	1,067,839											1,067,839
TRANSPORTATION												-
TUITION STATEWARDS												-
MEDICAID REIMB.	19,894											19,894
SCHOOL BUILDING REIMB.	296,813											296,813
CHAPTER 77	200											200
SUBTOTAL	2,022,793											2,022,793
OTHER REVENUES:												
ACCOUNTANT	238,462											238,462
INTEREST EARNINGS	113,200											113,200
OTHER MISC. REVENUE												-
SUBTOTAL	351,662											351,662
PAYROLL WITHHOLDINGS:												
PAYROLL WITHHOLDINGS	3,471,397											3,471,397
SUBTOTAL	3,471,397											3,471,397
BALANCE SHEET ITEMS												
EXCHANGE AGENCY	1,557,589											1,557,589
SUBTOTAL	1,557,589											1,557,589
TOTAL GENERAL FUND	21,226,237											21,226,237

**TOWN OF MIDDLETON
CASH RECEIPTS SUMMARY**

ENDING 6/30/03

	#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABILI ZATION	#86 CONSERV. LAND	TOTAL
FUND 24 - SCHOOL GRANTS												
ACADEMIC SUPPORT SERVICES				2,900								2,900
CHAPTER 188 EARLY CHILDHOOD				10,797								10,797
MATH IN SERVICE TRAINING												-
GUIDANCE COUNSELOR												-
PL 94-142												-
GIFTED AND TALENTED				108,211								108,211
ENROLLMENT GROWTH AID												-
KINDERGARTEN TRANSITION				4,725								4,725
PALMS STATE LEA												-
TITLE V				4,705								4,705
TITLE I				99,072								99,072
CURRICULUM FRAMEWORKS				7,665								7,665
EDUCATOR QUALITY				13,162								13,162
GOV ALLIANCE AGAINST DRUGS				2,856								2,856
AUTISM				71,760								71,760
ENHANCED ED THROUGH TECH				1,728								1,728
EARLY CHILDHOOD				3,000								3,000
MENTAL HEALTH SUPPORT				4,000								4,000
TOTAL SCHOOL GRANTS				<u>334,581</u>								<u>334,581</u>

TOWN OF MIDDLETON												
CASH RECEIPTS SUMMARY												
ENDING 6/30/03												

TOWN OF MIDDLETON												
CASH RECEIPTS SUMMARY												
ENDING 6/30/03												
	#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABILI ZATION	#86 CONSERV. LAND	TOTAL
FUND 62 - ELECTRIC:												
SALE OF POWER							9,858,390					9,858,390
PUBLIC SERVICES-MISC							185,576					185,576
PRODUCTION CHARGE							341,030					341,030
M & O CHARGE							452,470					452,470
MELD METER FUND INTEREST							2,438					2,438
RATE STABILIZATION FUND							228,670					228,670
DEPRECIATION FUND												
TOTAL ELECTRIC							11,068,574					11,068,574
FUND 82 - TRUSTS NON EXPENDABLE												
MANSFIELD								20,936				20,936
FANNIE ETTER								1,230				1,230
DAVID CUMMINGS								1,157				1,157
ALMIRA S RICHARDSON								112				112
EDWARD RICHARDSON SCHOLARSHIP												
TOTAL FUND 82								23,435				23,435
FUND 84 TRUSTS EXPENDABLE												
UNEMPLOYMENT FUND												
SCHOLARSHIP FUND									697			697
CEMETERY PERPETUAL CARE									7,551			7,551
SENIOR TAX RELIEF									611			611
TOTAL FUND 84- EXPENDABLE									8,859			8,859
FUND 85 - STABILIZATION												
STABILIZATION										14,840		14,840
TOTAL FUND 85-STABILIZATION										14,840		14,840
FUND 86 - CONSERVATION LAND												
LAND CONSERVATION FUND											1,722	1,722
TOTAL FUND 86 -CONSERVATION LAND											1,722	1,722
TOTAL	\$21,226,237	\$772,707	\$265,898	\$334,581	\$391,356	\$246,219	\$11,068,574	\$23,435	\$8,859	\$14,840	1,722	\$34,354,428

**CASH DISBURSEMENTS
YEAR ENDING JUNE 30, 2003**

ACCT #	TITLE	CARRY FORWARD	ORIG. BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
GENERAL GOVERNMENT						
5100	PERSONAL SERVICES		100		100	0
114	TOWN MODERATOR		100		100	0
						0
5100	PERSONAL SERVICES		120,445	4,718	90,130	35,033
5200	PURCHASE OF SERVICES		11,638		4,806	6,832
5400	SUPPLIES		2,400		2,012	388
5,700	OTHER CHARGES & EXPENSES		48,003	31,991	69,674	10,320
5800	CAPITAL OUTLAY		50,000	22,000	53,006	18,994
122	SELECTMEN		232,486	58,709	219,628	71,567
5100	PERSONAL SERVICES		1,456		276	1,180
5200	PURCHASE OF SERVICES		109		0	109
5400	SUPPLIES		100		0	100
5700	OTHER CHARGES & EXPENSES		60,150	-32,397	20,522	7,231
131	FINANCE COMMITTEE		61,815	-32,397	20,798	8,620
5100	PERSONAL SERVICES		70,671	2,111	72,598	184
5200	PURCHASE OF SERVICES		2,461		559	1,902
5400	SUPPLIES		600		400	200
5700	OTHER CHARGES & EXPENSES		245		245	0
5800	CAPITAL OUTLAY		200		-1,542	1,742
135	TOWN ACCOUNTANT		74,177	2,111	72,260	4,028
5100	PERSONAL SERVICES		95,947	616	96,563	0
5200	PURCHASE OF SERVICES		18,060		14,635	3,425
5400	SUPPLIES		1,650		1,650	0
5,600	INTERGOVERNMENTAL		500			500
5700	OTHER CHARGES & EXPENSES		3,200		2,946	254
5800	CAPITAL OUTLAY					
141	ASSESSORS		119,357	616	115,794	4,179
						0
5100	PERSONAL SERVICES		115,603	1,363	113,260	3,706
5200	PURCHASE OF SERVICES		40,715		18,006	22,709
5400	SUPPLIES		3,800		3,800	0
5700	OTHER CHARGES & EXPENSES		1,200	35,000	5,333	30,867
5800	CAPITAL OUTLAY					0
145	TREASURER/COLLECTOR		161,318	36,363	140,399	57,282
5100	PERSONAL SERVICES		1,605		1,605	0
146	CUST. OF TOWN LANDS		1,605		1,605	0
						0
5200	PURCHASE OF SERVICES		31,150		19,000	12,150
151	TOWN COUNSEL		31,150		19,000	12,150
						0
5100	PERSONAL SERVICES		64,007		63,622	385
5200	PURCHASE OF SERVICES		2,840		2,840	0
5400	SUPPLIES		850		809	41
5700	OTHER CHARGES & EXPENSES		400		389	11
5800	CAPITAL OUTLAY		12,000		6,365	5,635
161	TOWN CLERK		80,097		74,025	6,072
5100	PERSONAL SERVICES		11,613		10,271	1,342
5200	PURCHASE OF SERVICES		8,575		4,420	4,155
5400	SUPPLIES		850		829	21
5800	CAPITAL OUTLAY					
162	ELECTIONS		21,038		15,520	5,518
5100	PERSONAL SERVICES		13,326	400	13,726	0
5200	PURCHASE OF SERVICES		1,750		1,170	580
5400	SUPPLIES		300		238	62
5700	OTHER CHARGES & EXPENSES		900		688	212
5800	CAPITAL OUTLAY		0		0	0
171	CONSERVATION COMMISSION		16,276	400	15,822	854

ACCT #	TITLE	CARRY FORWARD	ORIG. BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
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GENERAL GOVERNMENT

5100	PERSONAL SERVICES		12,526	500	12,430	596
5200	PURCHASE OF SERVICES		3,350		1,982	1,368
5400	SUPPLIES		900		844	56
5700	OTHER CHARGES & EXPENSES		915		345	570
175	PLANNING BOARD		17,691	500	15,601	2,590
5100	PERSONAL SERVICES		13,990		13,990	0
5200	PURCHASE OF SERVICES		9,900		4,211	5,689
5400	SUPPLIES		300		251	49
5700	OTHER CHARGES & EXPENSES		500		194	306
176	BOARD OF APPEALS		24,690		18,646	6,044
5100	PERSONAL SERVICES		1,092		728	364
5200	PURCHASE OF SERVICES		13,585		533	13,052
181	MASTER PLAN COMMITTEE		14,677		1,261	13,416
5100	PERSONAL SERVICES		37,715		37,715	0
5200	PURCHASE OF SERVICES		7,000		3,149	3,851
5400	SUPPLIES		600			600
5700	OTHER CHARGES & EXPENSES					0
5800	CAPITAL OUTLAY		50,000	30,000	80,000	0
192	TOWN BUILDING		95,315	30,000	120,864	4,451
5200	PURCHASE OF SERVICES		16,000		13,985	2,015
195	TOWN REPORT		16,000		13,985	2,015
5200	PURCHASE OF SERVICES		12,000		12,000	0
196	AUDIT		12,000		12,000	0
5200	SERVICES		400		173	227
197	CHRISTMAS LIGHTS		400		173	227
						0
5200	SERVICES		50,000		50,000	0
199	STREET LIGHTS		50,000		50,000	0
100	GENERAL GOVERNMENT		1,030,192	96,302	927,481	199,013

PUBLIC SAFETY

5100	PERSONAL SERVICES		794,432		773,765	20,667
5200	PURCHASE OF SERVICES		78,420		57,290	21,130
5400	SUPPLIES		25,180		25,157	23
5700	OTHER CHARGES & EXPENSES		18,485		14,639	3,846
5800	CAPITAL OUTLAY		60,600	30,000	74,360	16,240
210	POLICE		977,117	30,000	945,211	61,906
5100	PERSONAL SERVICES		824,990	42,743	867,278	455
5200	PURCHASE OF SERVICES		37,860		35,310	2,550
5400	SUPPLIES		33,640		32,318	1,322
5700	OTHER CHARGES & EXPENSES		20,950		20,451	499
5800	CAPITAL OUTLAY		294,200	35,000	315,560	13,640
220	FIRE		1,211,640	77,743	1,270,917	18,466
5100	PERSONAL SERVICES		104,468	1,480	84,314	21,634
5200	PURCHASE OF SERVICES		3,965		3,728	237
5400	SUPPLIES		850		817	33
5700	OTHER CHARGES & EXPENSES		7,850		7,787	63
5800	CAPITAL OUTLAY		1,200		982	218
241	BUILDING INSPECTOR		118,333	1,480	97,628	22,185
5200	PURCHASE OF SERVICES		100			100
291	CIVIL DEFENSE		100		0	100
5100	PERSONAL SERVICES		16,000	480	16,480	0
5200	PURCHASE OF SERVICES		3,800		2,979	821
5400	SUPPLIES		725		458	267
5700	OTHER CHARGES & EXPENSES		2,000		2,000	0
292	ANIMAL CONTROL		22,525	480	21,917	1,088
5100	PERSONAL SERVICES		100		100	0
296	CONSTABLE		100		100	0
200	PUBLIC SAFETY		2,329,815	109,703	2,335,773	103,745

ACCT #	TITLE	CARRY FORWARD	ORIG. BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
EDUCATION						
5100	PERSONAL SERVICES		35,841	88,848	125,779	-1,090
5400	SUPPLIES				53,897	-53,897
5700	OTHER CHARGES & EXPENSES					
5800	CAPITAL OUTLAY		273,425	-5,996	25,650	241,779
301	SCHOOL DEPARTMENT		309,266	82,852	205,326	186,792
5100	PERSONAL SERVICES		113,046	2,432	100,930	14,548
5200	PURCHASE OF SERVICES		1,047,372		1,030,048	17,324
5400	SUPPLIES		3,287		1,252	2,035
5700	OTHER CHARGES & EXPENSES		3,835		3,242	593
310	SCHOOL DISTRICT WIDE		1,167,540	2,432	1,135,472	34,500
5100	PERSONAL SERVICES		116,177	-1,703	113,185	1,289
5200	PURCHASE OF SERVICES		9,156		6,602	2,554
5400	SUPPLIES		2,632		2,874	-242
5700	OTHER CHARGES & EXPENSES		3,698		3,617	81
5800	CAPITAL OUTLAY		2,310		6,995	-4,685
311	SCHOOL TRI TOWN UNION		133,973	-1,703	133,273	-1,003
5100	PERSONAL SERVICES		1,562,573	16,898	1,586,213	-6,742
5200	PURCHASE OF SERVICES		84,664		78,443	6,221
5400	SUPPLIES		141,963		136,681	5,282
5700	OTHER CHARGES & EXPENSES		6,708		4,289	2,419
5800	CAPITAL OUTLAY				6,257	-6,257
312	HOWE-MANNING		1,795,908	16,898	1,811,883	923
5100	PERSONAL SERVICES		1,828,208	18,179	1,853,456	-7,069
5200	PURCHASE OF SERVICES		96,187		90,432	5,755
5400	SUPPLIES		142,717		164,962	-22,245
5700	OTHER CHARGES & EXPENSES		5,650		7,518	-1,868
5800	CAPITAL OUTLAY				4,437	-4,437
313	FULLER MEADOW		2,072,762	18,179	2,120,805	-29,864
5700	OTHER CHARGES & EXPENSES		4,199,550	60,883	4,260,433	0
314	MASCONOMET ASSESSMENT		4,199,550	60,883	4,260,433	0
5700	OTHER CHARGES & EXPENSES		150,463		150,206	257
315	NORTH SHORE VOKE TECH		150,463		150,206	257
300	EDUCATION		9,829,462	179,541	9,817,398	191,605
PUBLIC WORKS & FACILITIES						
5100	PERSONAL SERVICES		521,895	10,984	514,122	18,757
5200	PURCHASE OF SERVICES		97,000		92,757	4,243
5400	SUPPLIES		153,500		153,500	0
5700	OTHER CHARGES & EXPENSES		34,350		34,350	0
5800	CAPITAL OUTLAY		124,000	34,000	37,535	120,465
420	DPW - ADMINISTRATION		930,745	44,984	832,264	143,465
5200	PURCHASE OF SERVICES		130,800		130,438	362
5400	SUPPLIES		12,000		11,936	64
5700	OTHER CHARGES & EXPENSES		40,200		36,869	3,331
425	TRANSFER STATION		183,000	0	179,243	3,757
400	PUBLIC WORKS & FACIL.		1,113,745	44,984	1,011,507	147,222

ACCT #	TITLE	CARRY FORWARD	ORIG. BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
HUMAN SERVICES						
5100	PERSONAL SERVICES		69,375	1,496	57,691	13,180
5200	PURCHASE OF SERVICES		16,730		5,616	11,114
5400	SUPPLIES		1,000		837	163
5700	OTHER CHARGES & EXPENSES		3,400		1,887	1,513
511	BOARD OF HEALTH		90,505	1,496	66,031	25,970
5100	PERSONAL SERVICES		88,408	216	82,475	6,149
5200	PURCHASE OF SERVICES		8,650		7,429	1,221
5400	SUPPLIES		2,580		2,432	148
5700	OTHER CHARGES & EXPENSES		5,900		3,792	2,108
5800	CAPITAL OUTLAY		1,500		-316	1,816
541	COUNCIL ON AGING		107,038	216	95,812	11,442
5100	PERSONAL SERVICES		8,052	242	8,294	0
5200	PURCHASE OF SERVICES		700		681	19
5400	SUPPLIES		170		170	0
5700	OTHER CHARGES & EXPENSES		6,770	4,954	11,724	0
543	VETERANS AGENT		15,692	5,196	20,869	19
5200	PURCHASE OF SERVICES		21,242		21,242	0
545	TRI TOWN COUNCIL		21,242	0	21,242	0
5200	PURCHASE OF SERVICES		2,000			2,000
546	HELP FOR ABUSED WOMEN		2,000		0	2,000
5200	PURCHASE OF SERVICES		2,100		2,100	0
548	GARDEN CLUB		2,100		2,100	0
5200	PURCHASE OF SERVICES		2,932		2,000	932
549	CABLE TV TECHNICIANS		2,932	0	2,000	932
5200	PURCHASE OF SERVICES		4,000		4,000	0
550	NORTH SHORE TRANSPORTATION FORCE		4,000		4,000	0
500	HUMAN SERVICES		245,509	6,908	212,054	40,363
CULTURE & RECREATION						
5100	PERSONAL SERVICES		177,605	5,046	181,390	1,261
5200	PURCHASE OF SERVICES		33,890		33,689	201
5400	SUPPLIES		53,900	-5,000	48,366	534
5700	OTHER CHARGES & EXPENSES		750		581	169
5800	CAPITAL OUTLAY		7,500		7,500	0
610	LIBRARY		273,645	46	271,526	2,165
5100	PERSONAL SERVICES		10,960		10,799	161
5200	PURCHASE OF SERVICES		10,450		10,450	0
5400	SUPPLIES		2,100		2,057	43
5700	OTHER CHARGES & EXPENSES		15,900	-5,000	10,603	297
5800	CAPITAL OUTLAY		37,000	5,000	3,018	38,982
630	RECREATION COMMISSION		76,410	0	36,927	39,483
5200	PURCHASE OF SERVICES		300		189	111
5800	CAPITAL OUTLAY					0
691	HISTORICAL COMMISSION		300	0	189	111
5700	OTHER CHARGES & EXPENSES		5,000		4,073	927
692	MEMORIAL DAY		5,000	0	4,073	927
600	CULTURE & RECREATION		355,355	46	312,715	42,686

ACCT #	TITLE	CARRY FORWARD	ORIG. BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
DEBT SERVICE						
5900	DEBT SERVICE		977,131	-100,000	858,964	18,167
710	DEBT SERVICE		977,131	-100,000	858,964	18,167
700	DEBT SERVICE TOTALS		977,131	-100,000	858,964	18,167
5600	INTERGOVERNMENTAL				222,779	-222,779
820	STATE ASSESS. & CHARGES				222,779	-222,779
800	INTERGOVERNMENTAL EXPENSES			0	222,779	-222,779
MISCELLANEOUS						
5700	OTHER CHARGES AND EXPENSES		360,000		360,000	0
911	RETIREMENT		360,000	0	360,000	0
5700	OTHER CHARGES AND EXPENSES		7,000			7,000
913	UNEMPLOYMENT		7,000		0	7,000
5100	PERSONAL SERVICES					
5700	OTHER CHARGES AND EXPENSES		305,000		304,155	845
914	HEALTH INSURANCE		305,000	0	304,155	845
5700	OTHER CHARGES AND EXPENSES		4,000		1,524	2,476
915	LIFE INSURANCE		4,000	0	1,524	2,476
5700	OTHER CHARGES AND EXPENSES		29,500		27,619	1,881
916	MEDICARE/DEP TAX		29,500	0	27,619	1,881
5700	OTHER CHARGES & EXPENSES		95,000		77,149	17,851
945	LIABILITY INSURANCE		95,000	0	77,149	17,851
900	MISCELLANEOUS TOTAL		800,500	0	770,447	30,053
1	GENERAL FUND TOTAL		16,681,709	337,484	16,469,118	550,075

**TOWN OF MIDDLETON
BALANCE SHEET**

June 30, 2004

	GENERAL #22-26	SPECIAL REVENUE #28	CAPITAL PROJECTS #31	ENTERPRISE #62	NON-EXPENDABLE TRUST FUNDS #82	EXPENDABLE TRUST FUNDS #84	STABILIZATION #86	CONSERVATION LAND TRUST #86	AGENCY FUNDS #89	LONG TERM DEBT #97	TOTALS
ASSETS:											
CASH	18,821,338										18,821,338
PETTY CASH	375										375
POOLED CASH	(14,169,246)	2,076,689	28,164	9,491,529	590,587	259,080	623,077	78,290	415,319		0
TEMPORARY CASH							0				0
INVESTMENTS - STOCK											0
REAL ESTATE/PERSONAL PROPERTY	7,274,728										7,274,728
LESS: ALLOW FOR ABATEMENTS	(544,864)										(544,864)
NET REAL ESTATE/PERSONAL PROPERTY	7,819,592										7,819,592
TAX TITLE	883,449										883,449
MOTOR VEHICLE EXCISE	172,391										172,391
WATER/ELECTRIC LIENS	8,261										8,261
OTHER RECEIVABLES		104,893		202,693							307,586
FIXED ASSETS				6,720,230							6,720,230
INVESTMENTS											0
AMOUNT TO BE PROVIDED										6,750,175	6,750,175
DUE TO/FROM OTHER GOVERNMENTS											0
TOTAL ASSETS	12,446,433	2,181,682	28,164	16,414,453	590,587	259,080	623,077	78,290	415,319	6,750,175	40,393,671
LIABILITIES:											
BONDS PAYABLE											
DEPOSITS				625,000						6,750,175	7,375,175
ACCOUNTS & WARRANTS PAYABLE											0
DEFERRED REVENUE	7,701	6,554		1,934							16,190
REAL ESTATE/PERSONAL PROPERTY											0
ELECTRIC/WATER LIENS	8,262										8,262
MOTOR VEHICLES	172,391										172,391
TAX TITLE	880,548										880,548
DEFERRED REVENUES OTHER	6,729,864			202,693							6,932,557
BONDS & GUARANTEES									415,319		415,319
DUE FROM OTHER GOV'T			400,000								400,000
NOTES PAYABLE											0
TOTAL LIABILITIES	7,798,766	6,554	400,000	829,628	0	0	0	0	415,319	6,750,175	16,200,442
FUND EQUITY:											
RESERVED FUND BALANCES	2,111,144	303,835		13,621,746	590,587	259,080	623,077	78,290			17,587,759
UNRESERVED FUND BAL - SURPLUS	2,536,148	296,122	(371,836)	1,963,079							6,605,095
PETTY CASH	375										375
RETAINED EARNINGS											0
ENCUMBRANCES											0
TOTAL EQUITY	4,647,667	2,181,682	(371,836)	15,584,826	590,587	259,080	623,077	78,290	0	0	24,193,228
TOTAL LIABILITIES & EQUITY	12,446,433	2,181,682	28,164	16,414,453	590,587	259,080	623,077	78,290	415,319	6,750,175	40,393,671

TOWN OF MIDDLETON												
CASH RECEIPTS SUMMARY												
ENDING 6/30/04												
	#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABILI ZATION	#86 CONSERV. LAND	TOTAL
TAXES:												
PERSONAL PROPERTY	200,441											200,441
REAL ESTATE	12,915,654											12,915,654
MOTOR VEHICLE	1,095,839											1,095,839
TAX TITLE PENALTY & INTEREST	59,507											59,507
PENALTY & INTEREST EXCISE	81,468											81,468
LIEU OF TAXES	261,529											261,529
TAX OFFICE FEES & CHARGES	22,955											22,955
ELECTRIC/WATER LIENS												-
SUBTOTAL	14,637,393											14,637,393
FEES AND CHARGES:												
ASSESSORS	2,417											2,417
TOWN CLERK	14,454											14,454
POLICE	81,159											81,159
CEMETERY	12,474											12,474
SELECTMEN	24,417											24,417
FIRE	13,505											13,505
BUILDING INSPECTIONS	283,375											283,375
BOARD OF HEALTH	54,581											54,581
LANDFILL	113,640											113,640
PLANNING BOARD	4,060											4,060
DPW	9,496											9,496
BOARD OF APPEALS	4,500											4,500
SUBTOTAL	618,078											618,078

**TOWN OF MIDDLETON
CASH RECEIPTS SUMMARY**

ENDING 6/30/04												
	#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABILI ZATION	#86 CONSERV. LAND	TOTAL
STATE REVENUE:												
POLICE INCENTIVE	37,434											37,434
LOCAL AID	126,570											126,570
LOTTERY	306,150											306,150
HOTEL TAX	30,154											30,154
MISC	18,782											18,782
STATE OWNED LAND	5,110											5,110
VETERANS & BLIND	14,794											14,794
SCHOOL AID CHAP. 70	854,271											854,271
TRANSPORTATION	48,779											48,779
TUITION STATEWARDS												-
MEDICAID REIMB.	8,056											8,056
SCHOOL BUILDING REIMB.	293,845											293,845
CHAPTER 77	-											-
SUBTOTAL	1,743,945											1,743,945
OTHER REVENUES:												
ACCOUNTANT	509,631											509,631
INTEREST EARNINGS	77,238											77,238
OTHER MISC. REVENUE												-
SUBTOTAL	586,869											586,869
PAYROLL WITHHOLDINGS:												
PAYROLL WITHHOLDINGS	3,351,301											3,351,301
SUBTOTAL	3,351,301											3,351,301
BALANCE SHEET ITEMS												
EXCHANGE AGENCY	753,780											753,780
SUBTOTAL	753,780											753,780
TOTAL GENERAL FUND												
	21,691,366											21,691,366

**TOWN OF MIDDLETON
CASH RECEIPTS SUMMARY**

ENDING 6/30/04

	#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABILI ZATION	#86 CONSERV. LAND	TOTAL
FUND 22 - REVOLVING FUND:												
AFTER SCHOOL ENRICHMENT		32,920										32,920
SCHOOL REVOLVING		12,335										12,335
HOWE MANNING CHILDCARE		99,916										99,916
PRESCHOOL		103,857										103,857
SCHOOL CAFETERIA		161,336										161,336
FIRE ALARM FEE		3,450										3,450
SCHOOL ACTIVITIES-HOWE		9,011										9,011
HOWE MANNING MUSIC		18,575										18,575
SCHOOL ACTIVITIES FULLER		4,023										4,023
NATURES CLASSROOM		8,943										8,943
SUMMER PROGRAMS		4,936										4,936
FIRE ALARM CONSTRUCTION		21,416										21,416
MARITIME PIPELINE		35,000										35,000
TOTAL REVOLVING FUND		<u>515,718</u>										<u>515,718</u>
FUND 23 - REVENUE RESERVED:												
PARADE COMMITTEE			74									74
CONSERVATION FEES			6,569									6,569
CEMETERY SALES LOTS & GRAVES			5,465									5,465
AMBULANCE FUND			261,402									261,402
TOTAL REVENUES RESERVED:			<u>273,510</u>									<u>273,510</u>

**TOWN OF MIDDLETON
CASH RECEIPTS SUMMARY**

ENDING 6/30/04

#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABILI ZATION	#86 CONSERV. LAND	TOTAL
FUND 24 - SCHOOL GRANTS											
ACADEMIC SUPPORT SERVICES			4,900								4,900
CHAPTER 188 EARLY CHILDHOOD			10,791								10,791
MATH IN SERVICE TRAINING											-
GUIDANCE COUNSELOR			3,500								3,500
PL 94-142			135,730								135,730
GIFTED AND TALENTED											-
ENROLLMENT GROWTH AID											-
KINDERGARTEN TRANSITION											-
PALMS STATE LEA											-
TITLE V			1,679								1,679
TITLE I			35,424								35,424
CURRICULUM FRAMEWORKS			6,000								6,000
EDUCATOR QUALITY			12,610								12,610
GOV ALLIANCE AGAINST DRUGS			2,671								2,671
AUTISM			71,001								71,001
ENHANCED ED THROUGH TECH			1,066								1,066
EARLY CHILDHOOD											-
MENTAL HEALTH SUPPORT											-
CIRCUIT BREAKER			27,087								27,087
CORRECTIVE ACTION			3,000								3,000
TOTAL SCHOOL GRANTS			<u>315,459</u>								<u>315,459</u>

TOWN OF MIDDLETON											
CASH RECEIPTS SUMMARY											
ENDING 6/30/04											
#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABI LIZATION	#86 CONSERV. LAND	TOTAL
FUND 25 - OTHER GRANTS:											
FLINT LIBRARY				7,192							7,192
COUNCIL ON AGING				10,903							10,903
PEG ACCESS PROGRAMING				4,125							4,125
DARE PROGRAM											-
COPS SCGP											-
FEDERAL EMG MGT ASSISSTANCE				52,430							52,430
POLICE SELECTIVE ENFORCEMENT				5,334							5,334
COPS IN SHOP											-
MASS ARTS LOTTERY				2,000							2,000
TITLE V											-
POLICE COMMUNITY POLICING				12,000							12,000
CHAPTER 90											-
VIOLENCE AGAINST WOMEN				160,322							160,322
COA FORMULA				10,036							10,036
LIBRARY INCENTIVE											-
HOWE-MANNING GIFTS				597							597
FULLER MEADOW				7,450							7,450
F.D. SAFETY EQUIPMENT				1,095							1,095
RECYCLING GRANT											-
COA TITLE III				5,056							5,056
LAW ENFORCEMENT EQUIPMENT											-
TOTAL OTHER GRANTS				10,400							10,400
				<u>288,940</u>							<u>288,940</u>
FUND 28 - WATER:											
SALE OF WATER					40,497						40,497
WATER LINE PERMITS					51,050						51,050
TOTAL WATER					<u>91,547</u>						<u>91,547</u>

**TOWN OF MIDDLETON
CASH RECEIPTS SUMMARY**

ENDING 6/30/04

	#1 GENERAL FUND	#22 REVOLVING FUND	#23 RECEIPTS RESERVED	#24 SCHOOL GRANTS	#25 OTHER GRANTS	#28 WATER SPECIAL RESERVE	#62 ELECTRIC FUND	#82 TRUST FUND	#84 TRUSTS	#85 STABI LIZATION	#86 CONSERV. LAND	TOTAL
FUND 62 - ELECTRIC:												
SALE OF POWER							10,157,872					10,157,872
PUBLIC SERVICES-MISC							244,663					244,663
PRODUCTION CHARGE							650,232					650,232
M & O CHARGE							8,103					8,103
MELD METER FUND INTEREST							2,101					2,101
RATE STABILIZATION FUND												-
DEPRECIATION FUND												
TOTAL ELECTRIC							<u>11,062,971</u>					<u>11,062,971</u>
FUND 82 - TRUSTS NON EXPENDABLE												
MANSFIELD								8,264				8,264
FANNIE ETTER								1,563				1,563
DAVID CUMMINGS								1,497				1,497
ALMIRA S RICHARDSON												-
EDWARD RICHARDSON SCHOLARSHIP								71				71
TOTAL FUND 82								<u>11,395</u>				<u>11,395</u>
FUND 84 TRUSTS EXPENDABLE												
UNEMPLOYMENT FUND												-
SCHOLARSHIP FUND									660			660
CEMETERY PERPETUAL CARE									8,858			8,858
SENIOR TAX RELIEF									702			702
TOTAL FUND 84- EXPENDABLE								<u>10,220</u>				<u>10,220</u>
FUND 85 - STABILIZATION												
STABILIZATION										212,361		212,361
TOTAL FUND 85-STABILIZATION										<u>212,361</u>		<u>212,361</u>
FUND 86 - CONSERVATION LAND												
LAND CONSERVATION FUND											1,112	1,112
TOTAL FUND 86 -CONSERVATION LAND											<u>1,112</u>	<u>1,112</u>
TOTAL	<u>\$21,691,366</u>	<u>\$515,718</u>	<u>\$273,510</u>	<u>\$315,459</u>	<u>\$288,940</u>	<u>\$91,547</u>	<u>\$11,062,971</u>	<u>\$11,395</u>	<u>\$10,220</u>	<u>\$212,361</u>	<u>1,112</u>	<u>\$34,474,599</u>

CASH DISBURSEMENTS
YEAR ENDING JUNE 30, 2004

ACCT #	TITLE	CARRY FORWARD	BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
GENERAL GOVERNMENT						
5100	PERSONAL SERVICES		100		100	0
114	TOWN MODERATOR		100	0	100	0
5100	PERSONAL SERVICES		128,003		128,003	0
5200	PURCHASE OF SERVICES		12,450		12,390	60
5400	SUPPLIES		2,400		2,381	19
5,700	OTHER CHARGES & EXPENSES		45,980		45,496	484
5800	CAPITAL OUTLAY		169,000		169,000	0
122	SELECTMEN		357,833	0	357,270	563
5100	PERSONAL SERVICES		1,542			1,542
5200	PURCHASE OF SERVICES		109			109
5400	SUPPLIES		100			100
5700	OTHER CHARGES & EXPENSES		60,150	-20,150	13,450	26,550
131	FINANCE COMMITTEE		61,901	-20,150	13,450	28,301
5100	PERSONAL SERVICES		74,247		74,247	0
5200	PURCHASE OF SERVICES		2,640		2,640	0
5400	SUPPLIES		600		581	19
5700	OTHER CHARGES & EXPENSES		245		245	0
5800	CAPITAL OUTLAY		200		200	0
135	TOWN ACCOUNTANT		77,932	0	77,913	19
5100	PERSONAL SERVICES		101,353		97,434	3,919
5200	PURCHASE OF SERVICES		16,100		16,100	0
5400	SUPPLIES		1,500		1,498	2
5,600	INTERGOVERNMENTAL		250		75	175
5700	OTHER CHARGES & EXPENSES		2,700		2,380	320
5800	CAPITAL OUTLAY					0
141	ASSESSORS		121,903	0	117,487	4,416
5100	PERSONAL SERVICES		122,157		118,916	3,241
5200	PURCHASE OF SERVICES		39,465		39,465	0
5400	SUPPLIES		3,800		3,791	9
5700	OTHER CHARGES & EXPENSES		1,200		1,155	45
5800	CAPITAL OUTLAY					0
145	TREASURER/COLLECTOR		166,622	0	163,327	3,295
5100	PERSONAL SERVICES		1,694		1,694	0
146	CUST. OF TOWN LANDS		1,694	0	1,694	0
5200	PURCHASE OF SERVICES		31,150		26,834	4,316
151	TOWN COUNSEL		31,150	0	26,834	4,316
5100	PERSONAL SERVICES		65,076		64,955	121
5200	PURCHASE OF SERVICES		2,700		2,576	124
5400	SUPPLIES		800		782	18
5700	OTHER CHARGES & EXPENSES		400		380	20
5800	CAPITAL OUTLAY		0		0	0
161	TOWN CLERK		68,976	0	68,693	283
5100	PERSONAL SERVICES		9,200		9,188	12
5200	PURCHASE OF SERVICES		4,800		4,800	0
5400	SUPPLIES		650		639	11
5800	CAPITAL OUTLAY		0			0
162	ELECTIONS		14,650	0	14,627	23
5100	PERSONAL SERVICES		14,069		14,069	0
5200	PURCHASE OF SERVICES		1,750		1,373	377
5400	SUPPLIES		300		270	30
5700	OTHER CHARGES & EXPENSES		850		450	400
5800	CAPITAL OUTLAY		0		0	0
171	CONSERVATION COMMISSION		16,969	0	16,161	808
5100	PERSONAL SERVICES		13,067		12,968	99
5200	PURCHASE OF SERVICES		3,350		2,400	950
5400	SUPPLIES		900		395	505
5700	OTHER CHARGES & EXPENSES		800		493	307
175	PLANNING BOARD		18,117	0	16,256	1,861

ACCT #	TITLE	CARRY FORWARD	BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
GENERAL GOVERNMENT						
5100	PERSONAL SERVICES		14,440		13,488	952
5200	PURCHASE OF SERVICES		9,900	20,000	29,900	0
5400	SUPPLIES		300		196	104
5700	OTHER CHARGES & EXPENSES		500		0	500
176	BOARD OF APPEALS		25,140	20,000	43,584	1,556
5100	PERSONAL SERVICES		1,120		672	448
	PURCHASE OF SERVICES		7,400		189	7,211
181	MASTER PLAN COMMITTEE		8,520	0	861	7,659
5100	PERSONAL SERVICES		0			0
5200	PURCHASE OF SERVICES		37,715		37,715	0
5400	SUPPLIES		7,000		7,000	0
5700	OTHER CHARGES & EXPENSES		600		0	600
5800	CAPITAL OUTLAY		10,000		10,000	0
192	TOWN BUILDING		55,315	0	54,715	600
5200	PURCHASE OF SERVICES		16,000		7,980	8,020
195	TOWN REPORT		16,000	0	7,980	8,020
5200	PURCHASE OF SERVICES		16,000		16,000	0
196	AUDIT		16,000	0	16,000	0
5200	SERVICES		400		400	0
197	CHRISTMAS LIGHTS		400	0	400	0
5200	SERVICES		50,000		49,870	130
199	STREET LIGHTS		50,000	0	49,870	130
100	GENERAL GOVERNMENT		1,109,222	-150	1,047,223	61,849
PUBLIC SAFETY						
5100	PERSONAL SERVICES		810,376		795,578	14,798
5200	PURCHASE OF SERVICES		73,688		70,616	3,072
5400	SUPPLIES		25,130		25,130	0
5700	OTHER CHARGES & EXPENSES		18,605		18,605	0
5800	CAPITAL OUTLAY		68,300		68,300	0
210	POLICE		996,099	0	978,229	17,870
5100	PERSONAL SERVICES		924,184		917,286	6,898
5200	PURCHASE OF SERVICES		38,352		36,154	2,198
5400	SUPPLIES		37,640		37,639	1
5700	OTHER CHARGES & EXPENSES		21,550		21,550	0
5800	CAPITAL OUTLAY		84,380	3,600	82,472	5,508
220	FIRE		1,106,106	3,600	1,095,101	14,605
5100	PERSONAL SERVICES		106,652		106,652	0
5200	PURCHASE OF SERVICES		8,965		8,542	423
5400	SUPPLIES		850		850	0
5700	OTHER CHARGES & EXPENSES		8,100		7,507	593
5800	CAPITAL OUTLAY		0		0	0
241	BUILDING INSPECTOR		124,567	0	123,550	1,017
5200	PURCHASE OF SERVICES		100		0	100
291	CIVIL DEFENSE		100	0	0	1,017
5100	PERSONAL SERVICES		16,810		16,810	0
5200	PURCHASE OF SERVICES		3,800		3,800	0
5400	SUPPLIES		725		570	155
5700	OTHER CHARGES & EXPENSES		2,000		1,167	833
292	ANIMAL CONTROL		23,335	0	22,347	988
5100	PERSONAL SERVICES		100		100	0
296	CONSTABLE		100		100	0
200	PUBLIC SAFETY		2,250,307	3,600	2,219,327	34,580

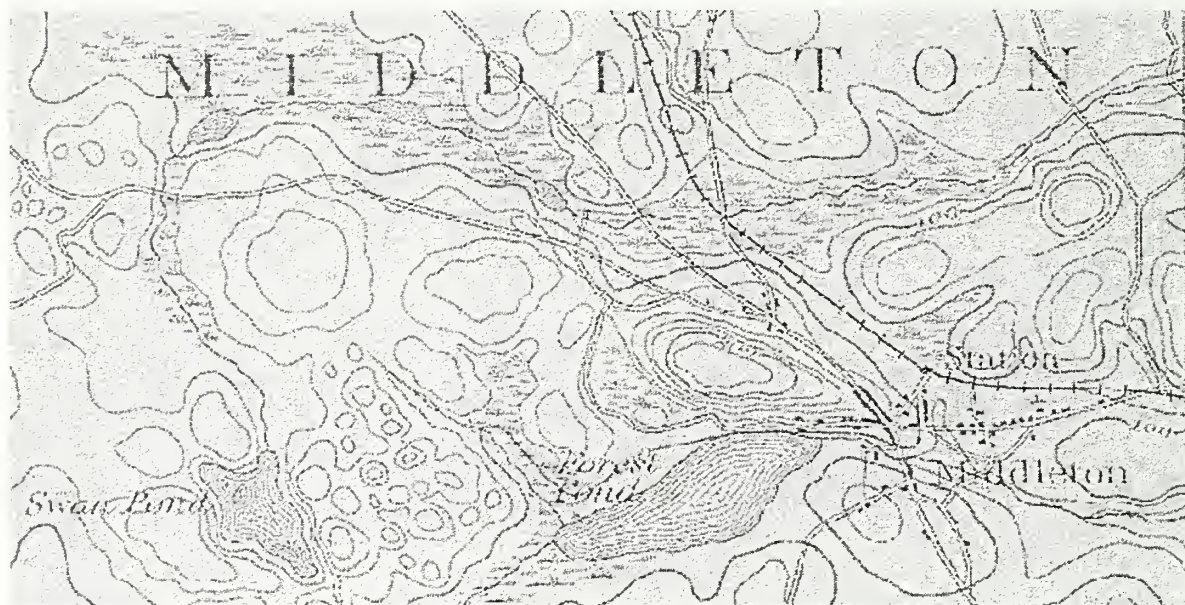
ACCT #	TITLE	CARRY FORWARD	BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
EDUCATION						
5100	PERSONAL SERVICES		180,323		180,323	0
5400	SUPPLIES		160,255		160,255	0
5700	OTHER CHARGES & EXPENSES		40,133		40,133	0
5800	CAPITAL OUTLAY		0		0	0
301	SCHOOL DEPARTMENT		380,710	0	380,710	0
5100	PERSONAL SERVICES		197,532		182,200	15,332
5200	PURCHASE OF SERVICES		1,165,553		1,171,916	-6,363
5400	SUPPLIES		3,247		584	2,663
5700	OTHER CHARGES & EXPENSES		3,819		3,531	288
310	SCHOOL DISTRICT WIDE		1,370,151	0	1,358,232	11,919
5100	PERSONAL SERVICES		120,700	-2,005	117,042	1,653
5200	PURCHASE OF SERVICES		8,353	36	5,287	3,102
5400	SUPPLIES		4,030		3,085	945
5700	OTHER CHARGES & EXPENSES		3,355		3,604	-249
5800	CAPITAL OUTLAY		10,837		12,583	-1,746
311	SCHOOL TRI TOWN UNION		147,275	-1,969	141,601	3,705
5100	PERSONAL SERVICES		1,577,169	33,955	1,605,013	6,111
5200	PURCHASE OF SERVICES		85,122	-1,995	67,674	15,453
5400	SUPPLIES		144,515	1,995	158,823	-12,313
5700	OTHER CHARGES & EXPENSES		10,621		4,494	6,127
5800	CAPITAL OUTLAY		1,260		1,711	-451
312	HOWE-MANNING		1,818,687	33,955	1,837,715	14,927
5100	PERSONAL SERVICES		1,917,708	54,962	1,917,147	55,523
5200	PURCHASE OF SERVICES		96,848	-1,670	77,155	18,023
5400	SUPPLIES		163,282	1,670	187,345	-22,393
5700	OTHER CHARGES & EXPENSES		12,370		5,841	6,529
5800	CAPITAL OUTLAY		12,237		11,660	577
313	FULLER MEADOW		2,202,445	54,962	2,199,148	58,259
5700	OTHER CHARGES & EXPENSES		5,187,129		3,943,576	1,243,553
314	MASCONOMET ASSESSMENT		5,187,129	0	3,943,576	1,243,553
5700	OTHER CHARGES & EXPENSES		230,027		144,102	85,925
315	NORTH SHORE VOKE TECH		230,027		144,102	85,925
300	EDUCATION		11,336,424	86,948	10,005,085	1,418,288
PUBLIC WORKS & FACILITIES						
5100	PERSONAL SERVICES		541,212		515,219	25,993
5200	PURCHASE OF SERVICES		97,600		91,007	6,593
5400	SUPPLIES		155,490		153,986	1,504
5700	OTHER CHARGES & EXPENSES		35,350		35,035	315
5800	CAPITAL OUTLAY		37,300	15,000	40,970	11,330
420	DPW - ADMINISTRATION		866,952	15,000	836,217	45,735
5200	PURCHASE OF SERVICES		142,300		142,077	223
5400	SUPPLIES		13,000		13,000	0
5700	OTHER CHARGES & EXPENSES		39,350		37,152	2,199
425	TRANSFER STATION		194,650	0	192,229	2,421
400	PUBLIC WORKS & FACIL.		1,061,602	15,000	1,028,446	48,156
HUMAN SERVICES						
5100	PERSONAL SERVICES		72,703		72,703	0
5200	PURCHASE OF SERVICES		16,730		16,709	21
5400	SUPPLIES		900		686	214
5700	OTHER CHARGES & EXPENSES		2,700		2,580	120
511	BOARD OF HEALTH		93,033	0	19,975	73,058
5100	PERSONAL SERVICES		89,339		84,713	4,626
5200	PURCHASE OF SERVICES		8,925		8,796	129
5400	SUPPLIES		3,400		3,319	81
5700	OTHER CHARGES & EXPENSES		6,300		6,180	120
5800	CAPITAL OUTLAY		1,500		1,492	8
541	COUNCIL ON AGING		109,464	0	104,500	4,964

ACCT #	TITLE	CARRY FORWARD	BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
HUMAN SERVICES						
5100	PERSONAL SERVICES		8,709		8,501	208
5200	PURCHASE OF SERVICES		700		610	90
5400	SUPPLIES		170		150	20
5700	OTHER CHARGES & EXPENSES		7,770	7,500	15,270	0
543	VETERANS AGENT		17,349	7,500	24,531	318
5200	PURCHASE OF SERVICES		36,773	5,150	40,661	1,262
545	TRI TOWN COUNCIL		36,773	5,150	40,661	1,262
5200	PURCHASE OF SERVICES		0		0	0
546	HELP FOR ABUSED WOMEN		0		0	0
5200	PURCHASE OF SERVICES		2,100		2,100	0
548	GARDEN CLUB		2,100		2,100	0
5200	PURCHASE OF SERVICES		2,932		1,318	1,614
549	CABLE TV TECHNICIANS		2,932	0	1,318	1,614
5200	PURCHASE OF SERVICES		4,000		0	4,000
550	NORTH SHORE TRANSPORTATION FORCE		4,000		0	4,000
500	HUMAN SERVICES	0	265,651	12,650	193,084	85,217
CULTURE & RECREATION						
5100	PERSONAL SERVICES		187,363		187,363	0
5200	PURCHASE OF SERVICES		38,342		36,857	1,485
5400	SUPPLIES		53,900		53,184	716
5700	OTHER CHARGES & EXPENSES		750		423	327
5800	CAPITAL OUTLAY		1,500		1,500	0
610	LIBRARY		281,855	0	279,327	2,528
5100	PERSONAL SERVICES		11,086		9,596	1,490
5200	PURCHASE OF SERVICES		10,450		9,672	778
5400	SUPPLIES		2,100		1,863	237
5700	OTHER CHARGES & EXPENSES		15,900		15,879	21
5800	CAPITAL OUTLAY		0		0	0
630	RECREATION COMMISSION		39,536	0	37,010	2,526
5200	PURCHASE OF SERVICES		300		50	250
5800	CAPITAL OUTLAY		0		0	0
691	HISTORICAL COMMISSION		300		50	250
5700	OTHER CHARGES & EXPENSES		5,000		3,723	1,277
692	MEMORIAL DAY		5,000		3,723	1,277
600	CULTURE & RECREATION		326,691	0	320,110	6,581
DEBT SERVICE						
5900	DEBT SERVICE		959,344		950,158	9,187
710	DEBT SERVICE		959,344	0	950,158	9,187
700	DEBT SERVICE TOTALS		959,344	0	950,158	9,187
INTERGOVERNMENTAL						
5600	INTERGOVERNMENTAL		0		191,383	-191,383
820	STATE ASSESS. & CHARGES				191,383	-191,383
800	INTERGOVERNMENTAL EXPENSES			0	191,383	-191,383

ACCT #	TITLE	CARRY FORWARD	BUDGET	NET TRANSFERS	Y-T-D EXPENDED	ACCOUNT BALANCE
MISCELLANEOUS						
5700	OTHER CHARGES AND EXPENSES		365,000		364,755	245
911	RETIREMENT		365,000	0	364,755	245
5700	OTHER CHARGES AND EXPENSES		7,000		7,000	0
913	UNEMPLOYMENT		7,000		7,000	0
5100	PERSONAL SERVICES		1,000		0	1,000
5700	OTHER CHARGES AND EXPENSES		298,000		298,000	0
914	HEALTH INSURANCE		299,000	0	298,000	1,000
5700	OTHER CHARGES AND EXPENSES		4,000		1,770	2,230
915	LIFE INSURANCE		4,000	0	1,770	2,230
5700	OTHER CHARGES AND EXPENSES		31,500		31,500	0
916	MEDICARE/DEP TAX		31,500	0	31,500	0
5700	OTHER CHARGES & EXPENSES		95,000		95,000	0
945	LIABILITY INSURANCE		95,000	0	95,000	0
900	MISCELLANEOUS TOTAL		801,500	0	798,025	3,475
1	GENERAL FUND TOTAL		18,110,741	118,048	16,752,839	1,475,950



Board of Assessors



In fiscal year 2003 the Board of Assessors conducted an interim year adjustment of values. The average single-family value increased by 19.79%, which is above the county average. We are planning another interim year adjustment for FY 2004. These interim adjustments are now mandatory by the Department of Revenue and the town will conduct them as necessary to maintain market values.

Town Meeting voted to change certain limits on Clause 41C exemptions. This enabled a few more people to meet the requirements for this particular exemption.

The office will be working towards more web-site assistance in the next few years to aid taxpayers. We will also be continuing our cyclical inspection program. This will insure that property is inspected on a regular basis.

Elections were held this year and Deborah J. Carbone was re-elected to the board.

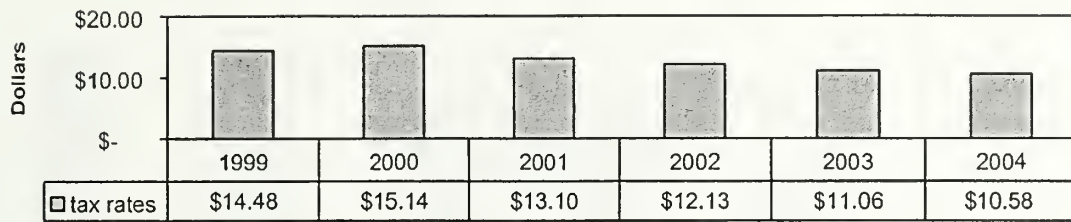
In FY 2004 the Board of Assessors conducted an interim year adjustment of values. The average single-family value increased by 8.88%. We are preparing for a certified revaluation for FY 2005.

A Payment-in-Lieu-of-Tax (P.I.L.O.T.) was established this year for the old Boston and Maine railroad bed property owned by the Danvers Electric Division. This is in addition to the current P.I.L.O.T. for town of Danvers water property. This yielded approximately \$20,000 in additional revenue.

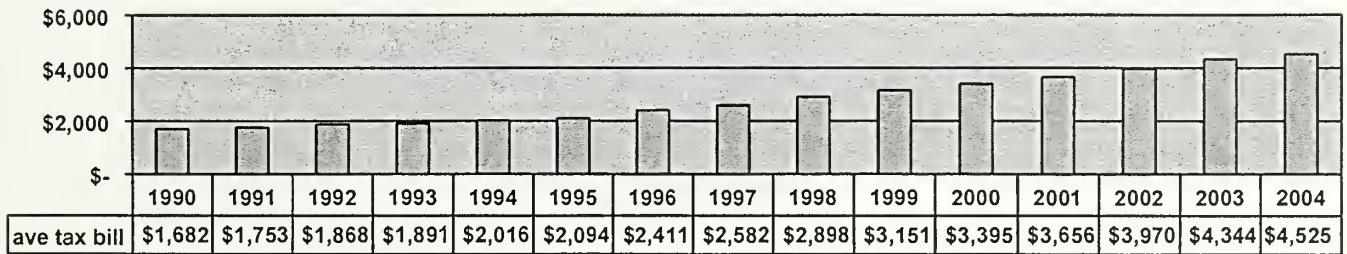
Elections were held this year and Patricia A. Ohlson was re-elected to the board.

The following charts show various trends and valuation information:

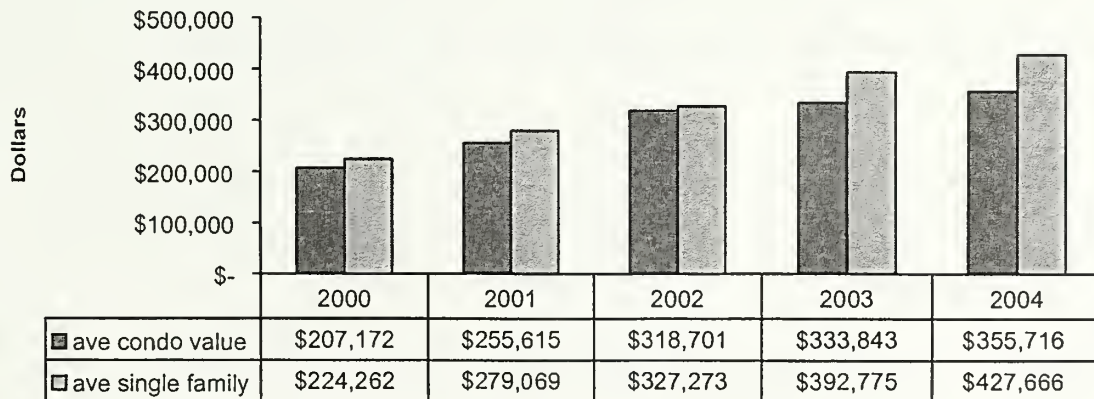
Tax Rates



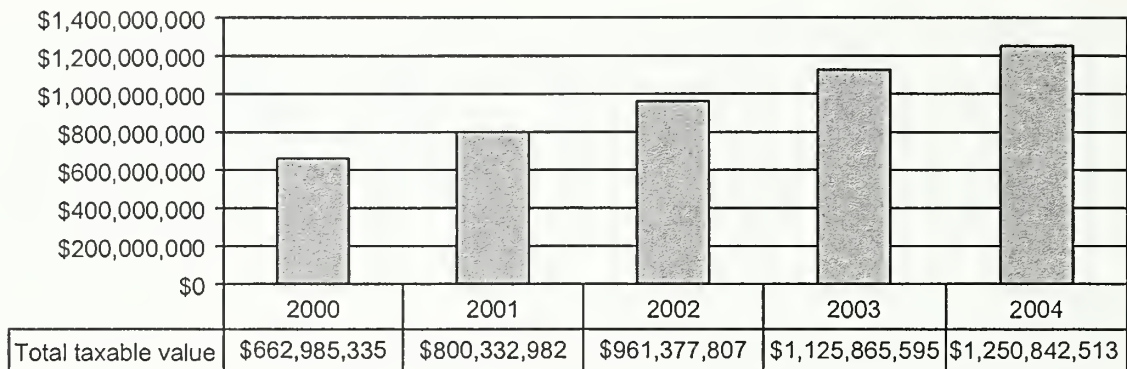
average single family tax bill



Average Single Family and Condominium



Total Taxable Valuation of Middleton



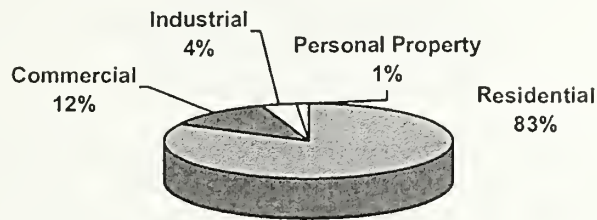
FY 03 Value and Percentage by Class with Resulting Revenue

Class	Value	Percent	Revenue
Residential	\$ 928,028,503	82.428%	\$ 10,263,995.24
Commercial	\$ 139,563,942	12.396%	\$ 1,543,577.20
Industrial	\$ 41,544,570	3.690%	\$ 459,482.94
Personal Property	\$ 16,728,580	1.486%	\$ 185,018.09
Total	\$ 1,125,865,595	100.00%	\$ 12,452,073.47

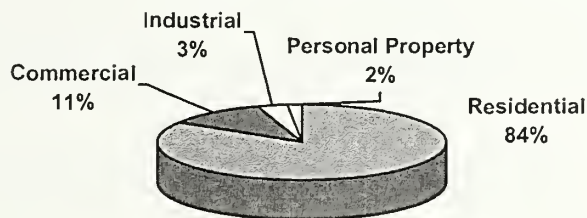
FY 04 Value and Percentage by Class with Resulting Revenue

Class	Value	Percent	Revenue
Residential	\$ 1,048,574,320	83.829%	\$ 11,093,916.31
Commercial	\$ 141,225,273	11.290%	\$ 1,494,163.39
Industrial	\$ 41,732,670	3.336%	\$ 441,531.65
Personal Property	\$ 19,310,250	1.544%	\$ 204,302.45
Total	\$ 1,250,842,513	100.00%	\$ 13,233,913.79

Allocation of Valuation FY 2003



Allocation of Valuation FY 2004



Property Type or Class	Parcel Count	Parcel Count
	2003	2004
Single Family	1768	1809
Condominiums	405	441
Two Family	66	63
Three Family	8	8
4-8 Units	11	12
Misc Residential	21	21
Vacant Land	382	368
Commercial	115	116
Industrial	32	31
Chapter 61	5	2
Chapter 61A	19	14
Chapter 61B	2	2
Mixed Use Property	46	46
Personal Property	274	251
total taxable parcels	2880	3184

The Board of Assessors and its' staff are dedicated to maintaining values, realizing potential new tax base growth, upgrading with modern technology, furthering of assessing education and assisting taxpayers as well as other departments.

Board of Assessors:

Kosta E. Prentakis M.A.A., Chairman
Deborah J. Carbone M.A.A
Patricia A. Ohlson M.A.A

Assistant Assessor:

Bradford W. Swanson M.A.A.

Administrative:

LauraLee Lanzo

Part-Time Clerk:

Nancy R. Titus

Collector/ Treasurer Annual Town Report

Andrea Newhall, Deputy Tax Collector passed away on December 7, 2003 after a long battle with cancer. Andrea was the wife of Collector/Treasurer Charles Newhall and a friend to all Middleton residents. Her smile and friendly greetings will be missed by everyone and this department dedicates our report to her.

Real Estate & Personal Property collections in fiscal year 2003 were \$11,695,460 and Motor Vehicle Excise were \$751,207 for a total collection of \$12,446,666. This represents about 99% of all taxes to be collected.

In 2004 Real Estate & Personal Property collections were \$12,501,025 and Motor Vehicle Excise of \$781,430 for total collections of \$13,282,455 and about 99% collection rate.

In 2003 we issued 8,936 bills and in 2004, 9,151 bills were issued.

Tax Title

The Tax Title Portfolio in 2003 contained 44 parcels amounting to \$271,487.08 and in 2004 contained 52 parcels for \$363,820.24. Included in the total outstanding still remains the problem of the Rubchinuk property located on East Street or about 34% of the total taxes due with interest of \$214,231.81 this is a tremendous burden still carried by the Town of Middleton.

Total payroll for the calendar year ending 12/31/03 was \$8,510,195.05 with 475 total employees and for the year ending 12/31/04 was \$ 8,724,382.73 with 498 total employees.

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Ajootian, Paul	Public Works	44,582
Aldenberg, Robert	Inspections & Fire	17,462
Allen, Ruth	School	75
Aloisio, Jane	School	938
Amero, Mary Anne	School	63,938
Anderson, Aniela	School	936
Anderson, Dian	School	22,240
Andinolfi, Annmarie	School	638
Arathuzik, David	Police	79,197
Armitage, Matthew	Police	4,183
Armitage, Paul	Police	89,780
Avery, Nancy	School	350
Bailey, Carol	School	600
Bainbridge, Sharon	Elections	30
Bakoian, Eileen	Elections	174
Barber, Jeffrey	Fire	79,775
Barker, Stacey	School	256
Bastille, Katherine	School	1,200
Baxter, Malvena	School	81,333
Beauparlant, Peter	Fire	12,114
Begin, Stacey	School	48,852
Belgiorno, Diana	School & Recreation	4,876
Belgiorno, Stephen	School	64,313
Bentley, Jeanne	School	67,598
Berardi, Susan Marie	School	51
Bergstrom, Luis	Fire	13,743
Bernhard, James	Police	2,322
Bernhard, Jason	Electric Light	43,541
Berry Shawn	School	463
Bertino, Anthony	Public Works	42,298
Bilicki, Janet	Recreation & School	28,129
Bilicki, Jessica	School & Recreation	2,144
Bilicki, Stacey	School	2,504
Binette, Barbara	School	205
Black, John	Public Works	16,070
Blais, Denise	School	386
Bouchard, Andrew	Fire	346
Bouras, Pamela	School	13,176
Brochu, Kathryn	Town Clerk	25,254
Brown, Jennifer	Public Works	10,341

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Brunaccini, Kathleen	Flint Public Library	10,944
Burns, Jennifer	School	38,131
Bushee, Jennifer	Flint Public Library	465
Butler, Theodore	Veteran Agent	8,495
Butt, Cheryl	School	705
Cameron, Julie	School	165
Canny-Moore Ellen	School	188
Carbone, Deborah	Assessors	2,000
Carbone, James	Inspections	15,231
Cardarelli, Maryjane	School	566
Cardinale, Richard	Police	7,777
Carpenter, Ronald	Police	99,811
Carter, Adela	Flint Public Library	43,445
Carter, Aimee	School	22,697
Cashman, William	Inspections	10,496
Cerullo, Mary Ellen	Elections	47
Channell, Mary	School	59,724
Christopher, Eric	Fire	108
Church, Judy	School	63,713
Ciman, Wanda	School	15,819
Clark, Emily	School	27,806
Claveau, Nancy	School	3,140
Cleaveland, Tracy	School	44,776
Clifford, Stephen	School	18,049
Clinch, Charles III	Fire & Electric	14,815
Clinch, Charles S.	Electric Light	88,665
Clough, William	Fire	19,493
Cloutier, Michael	Electric Light	76,159
Coburn, Laura	School	9,589
Colby, Carolyn	School	32,998
Cole, Pamela	Fire	122
Conary, Shawn	School	3,266
Corey, William	Electric & Police	85,622
Cormier, Leo	Health Agent	51,415
Cornell, Linda	School	500
Correia, Manuel	Police	3,436
Costas, Susan	School	50,012
Costigan, Charles	Police	5,481
Cottone, Mary	Elections	34
Couture, Ann	Treasurer	9,918

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Cowhig, Duane	Electric Light	306
Creeden, Bernard	School	34,932
Cressman, Patricia	School	21,286
Cristoforo, Lory	School	7,299.00
Crossman, Raymond	School	13,365
Cunningham, Katherine	School	2,875
Currier, Carolyn	Elections	77
Currier, Robert	Police	51,465
Dahlgren, Sally	School	225
Dambauskas, Jaime	School	40,685
Dancy, Ray	School	5,795
Daniels, Anne	School	20,090
Dasho, Kathleen	School	36,666
Davie, Theresa	Electric Light	42,214
Davis, Kelly	Recreation	173
Davis, Mary	School	7,448
Deacon, Susan	School	2,482
Dechene, Tyler	Fire	9,449
DeCosta, James	Police	59,499
Deeley, Barbara	School	52,470
Delaney, Barbara	School	542
Dellea, Cindy	School	11,155
Dellea, Nancy	School	17,869
Demers, Linda	School	9,654
Denisco, Alexander	Fire	7,794
Diamontopoulos, Kathleen	Inspection	31,842
DiGianvittorio, James	Police	84,035
DiGregorio, Natalie	School	131
Diskes, Andrew	Council on Aging	12,805
Divalo, Kathleen	School	21,294
Dunham, Karen	Flint Public Library	19,538
Duval, Faith	School	38
Ellis, Teri	School	25,744
Emmons, Heidi	School	41,013
Famolare, Cynthia	School	544
Farley, Mary	School & Board of Health	18,110
Fazio, Salvatore	Fire	1,848

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Ferreira, Dorothy	Elections	43
Ferreira, Leonard	Electric & Police	89,832
Festa, Maria	School	206
Fisher, Jennifer	School	253
Fitzpatrick, Michelle	School	83,690
Flaherty, Jill	School	39,138
Flewelling, Neil	School	2,865
Flint, Lori	School	36,819
Flynn, Lisa	School	11,414
Flynn, Patti	Council on Aging	14,078
Foley, Anne	School	8,704
Francis, Peter	Fire	7,428
Freedman, Helen	Board of Health	29,082
French, Fiona	School	12,648
Fronduto, Nicholas	Public Works	4,542
Fuller, Jennifer	School	48,777
Gallerie, Judy	Flint Public Library	28,355
Gannon, Susan	Council on Aging	27,711
Garber, Joan	Elections & School	25,701
Garland, Sally	School	2,269
Garvin, Linda	School	713
Gauthier, Bessilia	School	1,318
Gellman, Susan	School	275
George, Sarah	Town Clerk	44,473
Gettings, Laura	School	15,086
Gettings, Patricia	School	3,783
Gibbons, Kenneth	Public Works	58,324
Gibley, Jo-Anne	School	338
Gillung-Fontanez, Gretchen	School	11,090
Gilman, Reid	Flint Public Library	1,505
Giunta, Stephen	School	1,950
Goguen, Susan	School	75
Goldstein, Carolyn	School	280
Gorman, Cynthia	School	55,605
Gould, Dennis	Public Works	685
Gould, Ricky	Public Works	49,380
Grant, Dawn	School	1,796
Grantz, Barbara	School	47,586
Greeley, Sean	School	1,773
Green, Diane	School	7,644
Greenberg, Steven	School	22,839
Griffith, John	Police	5,813
Gunn, Christine	School	13,888

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Guthrie, Carol	School	15,038
Guthrie, Erin	School	1,599
Hagan, Virginia	Board of Health	6,416
Hager, Helen	School	11,093
Haines, Patricia	School	26,999
Hale, Debra	School	3,037
Haley, Gayle	Police	61,055
Halligan, Caroline	School	30,946
Hallworth, Charlotte	School	75
Halper, Brenda	Elections	47
Hamilton, Leslie	School	450
Hamilton, Paula	School	37,541
Hannon, James	Fire & Elections	22,029
Harper, Susan	School	75
Hart, Pamela	School	150
Hart, Patricia	Council on Aging	6,833
Harvey, Suzanne	Board of Health	2,191
Hathaway, David	Fire	5,299
Hawkes, Dina	School	42,672
Haynes, Adam	Fire	1,498
Heckman, Elizabeth	Animal Control	16,685
Herbert, Jane	School	23,150
Higgins, Kim	School	12,059
Hobey, Kelly	School	54,496
Hocter, Mary	Elections	1,145
Hoffman, Cindy-Ann	School	11,530
Hoffman, Robert	Public Works	72,428
Hood Lorna	School	682
Hooper, Cheryl	School	2,599
Hosman, Stephanie	School	282
Houten, Timothy	Selectmen	1,892
Hoyt, Karen	School	38
Hughes, Michelle	School	25
Husson, Kevin	School	59,531
Huston, Christopher	Fire	5,923
Inglis, Grace	School	2,547
Innis, Donna	Selectmen	39,044
Jenkins, Dale	Police	362
Jenkins, Elizabeth	School	150
Jesi, Matthew	Recreation	724
Johnson, Claudia	Flint Public Library	30,579
Johnson, Ellen	School	6,541
Jones, John	Police	62,985
Jones, Nancy	School & Selectmen	39,274

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Jordan, Maureen	School	16845
Joyce, Robert	Fire	84,660
Kallelis, Jody	School	595
Kallock, Sara	Flint Public Library	2,279
Karalides, Nancy	Elections	1,145
Kassiotis, Richard	Selectmen & Electric	2,450
Kelley, Brian	Police	69,459
Kelley, James	Police	4,602
Kelly, Mark	Electric Light	111,254
Kennedy, Caryl	School	986
Kennedy, Louise	School	28,540
Kessel, Daniel	Fire	13,766
Kiley, Kevin	Electric Light	850
King, Louise	School	63,963
Kwiatek, Susan	School	12,035
L'Abbe Scott	Fire	10,931
Lacey, Gary	Police	11,989
Lafrance, Brenda	School	11,008
Lanzo, Laura Lee	Assessors	35,345
Larson, Sandra	School	8,331
Laverty, Meredith	School	35,062
Lawrence, Denise	School	8,101
Lawrence, Tammy	School	101
LeClerc, Todd	School	489
LeDuc, James	Police	559
Leary, Daniel	Fire	23,764
Leary, David	Fire	21,261
Leary, David, Sr.	Fire	76,103
Leary, Florence	Public Works	33,849
LeBlanc, Holly	Public Works	2,836
LeColst, Douglas	Fire	67,769
LeColst, Kenneth	Fire & Public Works	76,349
LeColst, Michael	Police	6,089
LeColst, Nicholas	Fire	325
Leitner, John	School	1,200
Leitner, Karen	School	5,349
Lenzie, A. David	Electric Light	850
Lenzie, Jacqueline	Electric Light	38,459
Levy, Lisa	Elections & School	2,049
Linke, Paul	School	4,421
Lishner, Sheila	Recreation & School	12,622

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Lordan, Jeanne	School	52,470
Lovasco, Salvatore	School	41,581
Lovasco, Tyler	School	280
Lusso, Cassandra	Recreation	238
Lynch, Perry	School	243
Lyons, Sharon	School	31,019
Macadino, Ritamarie	School	6,898
MacGregor, Elizabeth	Flint Public Library	8,719
Macleod, Patricia	School	8,165
Magrath, Susan	School	5,933
Maguire, Annette	School	12,233
Mahoney, Rebecca	School	25,195
Malek, Charlene	School	68,752
Mansfield, Karen	School	2,100
Marchand, Adam	Electric Light	49,958
Maribito, Wade	Police	8,477
Marques, Gary	School	18,270
Marr, Gerald	School	7,305
Marshall, Dale	School	30,175
Martinuk, Danielle	Fire	13,714
Martinuk, Thomas	Fire	81,509
Mason, Janet	School	488
McAndrew, Timothy	School	42,997
McAndrews, Edy	School	563
McCarthy, Faith	School	11,707
McCormack, Lily	Fire	37,881
McIntire, Alicia	Recreation	624
McNamara, Jean	School	1,044
McParland, Nancy	Police	41,151
McParland, Thomas	Police	68,132
Meads, Roberta	School	1,207
Mendes, Richard	Police	16,337
Merriam, Lisa	School	4,134
Messenger, Ward	Conservation	14,161
Miksis, Margot	Recreation	622
Miller, Heather	School	2,872
Montani, Ann	School	34,144
Moore, Melissa	Recreation	721
Morin, Kimberly	School	29,341

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Mortalo, Barbara	School	8,759
Mortalo, Eleanora	School	56
Morton, James	Police	1,645
Mscisz, Jean	School	8,499
Mugford, William	Selectmen & Public Works	9,731
Mulholland, Heidi	School	3,122
Mulligan, Eileen	School	32,632
Murphy, Laurie	School	43,072
Murphy, Robert	Accountant	57,444
Murphy, Shirley	Accountant	19,736
Napieracz, Beverly	School	59,628
Nash, Richard	Fire	15,157
Neal, Priscilla	Elections	45
Newhall, Andrea	Treasurer/Collector	41,203
Newhall, Charles	Treasurer/Collector	49,760
Newton, Karen	School	42,572
Nicholls, Gail	School	10,298
Norris, Julie	School	17,807
Novakowski, Frances	School	2,320
Nowak, Michele	School	952
O'Connor, Jeralyn	School	56,879
O'Connor, John	Fire	10,143
O'Dowd, Jeanne	School	20,780
O'Neil, William	Fire	61,339
Ogden, Corinne	School	7,330
Ogden, David	Electric Light	58,378
Ohlson, Patricia	Assessors	2,000
Olmsted, Susan	School	35,680
Osgood, Donald	Public Works	9,638
Osgood, Glenn	Public Works	46,410
Parks, Mary	School	4,396
Pascucci, Joseph	Selectmen	1,733
Pascuccio, Kathleen	School	83
Pazar, Janet	School	12,530
Pazdziorny, Deborah	School	8,469
Pachey, Betty	Elections	45
Pachey, Robert	Police	61,895
Pachey-Aleckna, Sheryl	Elections	30
Pecci, Meredith	School	54,438
Pelletier, Marie	School	33,911

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Pelletier, Patricia	Treasurer/Collector	22,983
Pelrine, Mary	School	64,603
Perkins, Marie	School	16,037
Pinardi, Cherie	Board of Health	4,274
Pisano-Merta, Maureen	School	14,233
Poirier-L'Abbe, Seth	Recreation	1,265
Politis, Spiridoula	School	6,335
Pollock, Sandra	School & Elections	10,086
Popielski, Kristen	School	928
Powell, Elizabeth	School	525
Prentakis, Konstantinos	Assessors	2,000
Rafferty, Stephanie	School	2,996
Rakusin, Mindy	School	355
Rathe, Jane	School	51,515
Reid, Sandra	School	113
Reitman, Jade	School	69,220
Repucci, Linda	School	10,066
Richardson, Ann	School	35
Riley, Janet	School	63,963
Ring, Denis	Fire	6,468
Robertson, Theresa	School	7,640
Rock, Steven	School	488
Rockwood, Mary	School	508
Rodham, Karen	Elections	45
Rollins, Kenneth	Electric Light	81,338
Rosenthal, Judith	School	1,275
Rubchinuk, Sandra	School	51,277
Rymsha, James	School	32,512
Sarno, Ann	School	300
Sarno, Barbara	School	4,495
Saulnier, Raymond	Police	4,018
Saulnier, Scott	Public Works	57,971
Schloss, Kim	School	825

Town Employee Earnings For
Calendar Year Ending
December 31, 2003

Employee:	Department:	Earnings:
Sharp, Arthur	School	37,593
Sheehan, Lisa	School	2,004
Sheridan, Lynne	School	75
Siddall, Deanne	School	63,960
Silva, Cheryl	Electric Light	48,191
Simonelli, Kristen	School	13,865
Sinclair, Judith	School	15,356
Singer, Ira	Selectmen	78,723
Smith, David	Public Works	22,497
Smith, William	Inspection	8,941
Snyder, Jean	School	55
Spiro, Derek	Public Works	37,326
Strandring, Sheila	School	64,113
Stefanek, Keith	School	42,732
Steingisser, Gail	School	120
Stickney, Kris	Police	12,273
Stone, Rebecca	Flint Public Library	3,636
Sullivan, Linda	School	10,808
Supino, Kim	School	516
Swanson, Bradford	Assessors	46,637
Sweeney, Tynne	School	17,931
Swift, Loretta	Flint Public Library	6,008
Ternullo, Mark	School	32,620
Titus, Nancy	Accountant	15,058
Tivnan, Karen	Flint Public Library	28,018
Tonello, Michael	Recreation	750
Torname, Nancy	Fire	1,262
Tragert, Henry	Moderator	100
Turcotte, Daniel	Fire	3,633
Turner, Meredith	Flint Public Library	6,727
Twiss, Frank	Fire	95,142
Twiss, Ilene	School & Elections	43
Twombly, Carol	School	10,711
Tyler, Kathleen	School	408
Ulasewicz, Mary	School	47,821
Valcourt, Antonette	School	9,833
Vickerman, Debra	School	50,012
Vines, David	Inspection	46,789
Voss, Leslie	School	75
Walke, Bernard	Electric Light	73,944
White, Carolyn	School	48,877
White, Mary	School	38
White, Patrick	Public Works	37,563
White, Richard	School	35,760
Williamson, Joyce	School	56,906
Wills, Beth	School	47,626
Wojciechowski, Christin	School	12,602
Worthen, Michelle	School	36,040
Xerras, Malama	School	1,575
Zaik, Mary Esther	School	131
Zenga, Pamela	School	75

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Abate, Maura	School	\$ 11,778
Ajootian, Paul	Public Works	41,101
Aldenberg, Robert	Inspections	9,716
Aldenberg, Robert	Fire	13,017
Aloisio, Jane	School	750
Amero, Mary Anne	School	65,844
Anderson, Aniela	School	2,908
Anderson, Dian	School	26,004
Andren, Pamela	School	1,144
Arathuzik, David	Police	93,321
Argyrople, Angela	School	19,006
Armitage, Matthew	Police	7,416
Armitage, Paul	Police	92,367
Arrington, Brittany	School	3,911
Avery, Nancy	School	305
Bainbridge, Sharon	Elections	163
Bakoian, Eileen	Elections	824
Barber, Jeffrey	Fire	82,778
Baxter, Malvena	School	81,379
Beauparlant, Peter	Fire	6,849
Begin, Stacey	School	49,979
Belgiorno, Diana	School	2,747
Belgiorno, Stephen	School	65,161
Bentley, Jeanne	School	67,639
Berardi, Susan Marie	School	148
Bergstrom, Luis	Fire	6,044
Bermudez, Lynne	School	242
Bernhard, James	Police	4,133
Bernhard, Jason	Electric Light	7,802
Berry Shawn	School	75
Bertino, Anthony	Public Works	35,172
Bilicki, Janet	Recreation	33,981
Bilicki, Jessica	School	2,612
Bilicki, Stacey	Recreation	991
Black, John	Public Works	37,767
Blais, Denise	School	1,253
Bouchard, Cheryl	School	78
Bouras, Pamela	School	12,608
Brickett, Stephen	School	600
Brochu, Kathryn	Town Clerk	26,158
Brown, Jennifer	Public Works	10,189

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Brunaccini, Kathleen	Flint Public Library	5,728
Burns, Jennifer	School	40,410
Bushee, Ann Marie	Elections	99
Butler, Theodore	Veteran Agent	9,067
Butt, Cheryl	School	406
Cameron, Julie	School	110
Carbone, Dawn	Selectmen's Office	134
Carbone, Deborah	School	479
Carbone, Deborah	Assessors	2,000
Carbone, James	Inspections	2,000
Cardarelli, Maryjane	School	766
Cardinale, Richard	Police	7,877
Carncross, Nancy	School	5,357
Carpenter, Ronald	Police	111,264
Carrell, Dorothy	Elections	108
Carter, Adela	Flint Public Library	45,042
Carter, Aimee	School	23,596
Cashman, William	Inspections	6,557
Cataldo, Isabella	School	13,880
Cerullo, Mary Ellen	Elections	149
Channell, Joanna	School	2,343
Channell, Mary	School	60,079
Church, Judy	School	65,119
Ciman, Wanda	School	16,396
Clark, Emily	School	22,660
Claveau, Nancy	School	3,098
Cleaveland, Tracy	School	48,381
Clifford, Stephen	School	18,314
Clinch, Charles III	Fire & Electric	17,874
Clinch, Charles S.	Electric Light	96,936
Clough, William	Fire	21,032
Cloutier, Michael	Electric Light	91,625
Coburn, Laura	School	17,267
Colby, Carolyn	School	32,969
Conary, Shawn	School	670
Corey, William	Electric & Police	19,378
Corliss, Stephanie	School	150
Cormier, Leo	Health Agent	51,718
Correia, Manuel	Police	2,774
Costas, Susan	School	52,723
Costigan, Charles	Police	9,599
Cotter, Mary	Flint Public Library	568
Cottone, Mary	Elections	176
Couture, Ann	Treasurer	17,049

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Couture, Ashlyn	Elections	108
Creeden, Bernard	School	36,310
Cressman, Patricia	School	22,624
Cristoforo, Lory	School	9,135.00
Crossman, Raymond	School	44,115
Croteau, Erin	School	10,789
Cunningham, Katherine	School	9,836
Currier, Carolyn	Elections	339
Currier, Robert	Police	58,742
Cushing, Janice	School	188
Dambauskas, Jaime	School	19,467
Dancy, Ray	School	17,255
Daniels, Anne	School	21,704
Dasho, Kathleen	School	24,797
Davie, Theresa	Electric Light	42,123
Davis, Mary	School	7,999
Deacon, Susan	School	3,039
DeBenedictis, Louis	Fire	9,142
Dechene, Tyler	Fire	12,851
DeCosta, James	Police	59,878
Deeley, Barbara	School	53,628
Delaney, Barbara	School	266
Dellea, Cindy	School	11,167
Dellea, Nancy	School	17,253
Demers, Linda	School	10,554
Denisco, Alexander	Fire	10,586
Desmond, Melodie	School	525
DiGianvittorio, James	Police	85,234
DiPlacido, Diane	School	3,587
Diskes, Andrew	Council on Aging	13,888
Diskes, Patricia	Elections	99
Divalo, Kathleen	School	22,685
Dukehart, Helen	School	75
Dunham, Karen	Flint Public Library	18,769
Duval, Faith	School	75
Ellis, Teri	School	27,423
Emma, Dawna	School	227
Emmons, Heidi	School	45,648
Farley, Mary	School	17,141
Fazio, Salvatore	Fire	736

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Fedullo, Joseph	Recreation	678
Ferraro, Judith	School	2,798
Ferreira, Dorothy	Elections	145
Ferreira, Leonard	Electric & Police	96,160
Finnegan, Colleen	School	11,632
Fitzpatrick, Michelle	School	87,145
Flaherty, Jill	School	41,265
Flewelling, Neil	School	2,798
Flint, Lori	School	36,512
Flynn, Lisa	School	11,941
Flynn, Patti	Council on Aging	16,122
Franciose, Gloria	Police	514
Francis, Peter	Fire	8,811
French, Fiona	School	150
Frier, Meghan	School	75
Fornduto, Nicholas	Public Works	6,434
Fuller, Jennifer	School	50,154
Gallerie, Judy	Flint Public Library	27,179
Gannon, Susan	Council on Aging	29,697
Garber, Joan	Elections & School	26,445
Garland, Sally	School	1,013
Garvin, Linda	School	113
Gauthier, Bessilia	School	1,443
George, Sarah	Town Clerk	45,018
Gettings, Patricia	School	3,375
Gibbons, Kenneth	Public Works	58,670
Gibley, Jo-Anne	School	75
Gilman, Reid	Flint Public Library	3,356
Giunta, Stephen	School	1,843
Goguen, Susan	School	56
Goldstein, Carolyn	School	3,848
Goodwin, Tracey	School	409
Gorman, Cynthia	School	56,431
Gould, Ricky	Public Works	48,205
Grant, Dawn	School	2,452
Grantz, Barbara	School	32,209
Gray, Kathleen	Inspections	31,928
Greeley, Sean	School	2,380
Green, Diane	School	2,708
Greenberg, Steven	School	23,128
Griffith, John	Police	13,313
Guido, Patricia	School	430

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Gulino, Kathleen	School	90
Gunn, Christine	Elections	14,213
Guthrie, Carol	School	9,641
Guthrie, Erin	School	1,028
Gwynne, Diane	School	113
Haines, Patricia	School	29,320
Hale, Debra	School	4,336
Haley, Gayle	Police	57,852
Halligan, Caroline	School	43,526
Hallworth, Charlotte	School	150
Halper, Brenda	Elections	99
Hamilton, Paula	School	40,478
Hannon, James	Fire & Elections	21,583
Hart, Patricia	Council on Aging	7,465
Hathaway, David	Fire	3,915
Hawkes, Dina	School	45,869
Haynes, Adam	Fire	287
Heckman, Elizabeth	Animal Control	17,020
Herbert, Jane	School	24,348
Heuston, Christine	Recreation	950
Higgins, Kim	School	35,910
Hobey, Kelly	School	57,980
Hocter, Mary	Elections	1,430
Hoffman, Cindy-Ann	School	11,324
Hoffman, Robert	Public Works	72,877
Hood Lorna	School	3,707
Hooper, Cheryl	School	3,894
Hosman, Stephanie	School	315
Houten, Timothy	Selectmen	2,100
Hughes, Michelle	School	38
Husson, Kevin	School	62,576
Huston, Christopher	Fire	8,527
Inglis, Grace	School	2,723
Innis, Donna	Selectmen	39,969
Jakobsons, Carol	School	1,370
Jenkins, Dale	Police	1,195
Jesi, Matthew	Recreation	724
Johnson, Claudia	Flint Public Library	32,366
Johnson, Ellen	School	220
Jones, John	Police	61,998
Jones, Nancy	School & Selectmen	41,953

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Joyce, Robert	Fire	61,629
Kallelis, Jody	School	55
Kallock, Sara	Flint Public Library	2,956
Karalides, Nancy	Elections	1,335
Karanikos, Catherine	School	1,626
Kassiotis, Richard	Selectmen & Electric	2,450
Kaufman, Katherine	School	4,741
Kelley, Brian	Police	63,340
Kelley, James	Police	6,038
Kelly, Mark	Electric Light	115,041
Kennedy, Louise	School	29,048
Kessel, Daniel	Fire	16,564
Kiley, Kevin	Electric Light	850
King, Louise	School	65,319
Kwiatek, Susan	School	11,852
L'Abbe Scott	Fire	8,025
Lacey, Gary	Police	13,026
Lafrance, Brenda	School	11,735
Lanfranchi, Paula	Elections	50
Lanzo, Laura Lee	Assessors	35,190
Laverty, Meredith	School	39,069
Lawrence, Denise	School	10,639
LeClerc, Todd	School	331
LeDuc, James	Police	1,717
Leary, Daniel	Fire	16,368
Leary, David	Fire	27,376
Leary, David, Sr.	Fire	80,655
Leary, Florence	Public Works	35,703
Leary, Joanne	School	9,867
LeBlanc, Holly	Public Works	72
LeColst, Douglas	Fire	72,660
LeColst, Kenneth	Fire & Public Works	80,846
LeColst, Michael	Police	27,826
LeColst, Nicholas	Fire	9,221
Leitner, John	School	600
Leitner, Karen	School	8,386
LeMay, Lois	Council on Aging	45
Lenzie, A. David	Electric Light	850
Lenzie, Jacqueline	Electric Light	38,694
Levesque, Linda	Elections	45
Levy, Lisa	School	1,997
Linke, Paul	School	10,240
Lishner, Sheila	Recreation & School	14,323

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Lordan, Jeanne	School	53,628
Loureiro, Brian	School & Recreation	743
Lovasco, Salvatore	School	43,274
Lovasco, Tyler	School	432
Lusso, cassandra	Recreation	620
Lynch, Perry	School	225
Lyons, Sharon	School	29,696
Macadino, Ritamarie	School	20,448
MacGregor, Elizabeth	Flint Public Library	16,750
Maclary, Colleen	School	75
Macleod, Patricia	School	6,975
Magnificio, Linda	School	150
Magrath, Susan	School	11,904
Maguire, Annette	School	12,223
Malek, Charlene	School	69,261
Malette, Marjorie	Council on Aging	2,535
Mansfield, Karen	School	956
Marchand, Adam	Electric Light	47,405
Maribito, Wade	Police	11,333
Marques, Gary	School	18,681
Marshall, Dale	School	30,414
Martinuk, Danielle	Fire	3,487
Martinuk, Thomas	Fire	78,874
Mason, Janet	School	300
McAndrew, Timothy	School	45,936
McCarthy, Faith	School	11,682
McCormack, Lily	Fire	40,190
Mclaughlin, Michael	School	15,009
McNamara, Jean	School	1,072
McParland, Nancy	Police	40,651
McParland, Thomas	Police	84,444
Meads, Amanda	Flint Public Library	1,716
Meads, Roberta	School	962
Melendez, Robin	School	383
Melo, Edward	Electric Light	38,676
Mendes, Richard	Police	21,602
Merriam, Lisa	School	4,176
Messenger, Ward	Conservation	16,394
Middleton, Marina	School	75
Mihalaros, Dina	Recreation	620
Miller, Heather	School	10,570
Montani, Ann	School	34,898
Moorman, Jill	School	263
Moreschi, Leah	Board of Health	24,420

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

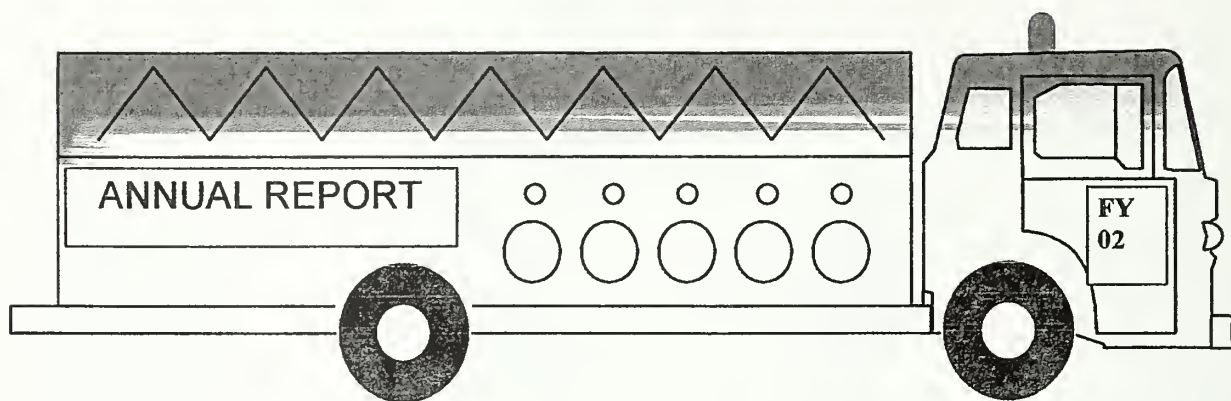
Employee:	Department:	Earnings:
Mortalo, Barbara	School	8,675
Mortalo, Eleanora	School	2,749
Mscisz, Jean	School	8,888
Mugford, William	Selectmen & Public Works	3,856
Mulholland, Heidi	School	3,540
Mulligan, Eileen	School	49,406
Murphy, Laurie	School	38,791
Murphy, Robert	Accountant	18,962
Murphy, Shirley	Accountant	8,083
Musto, Amanda	School & Recreation	1,349
Napieracz, Beverly	School	525
Nash, Richard	Fire	14,928
Neal, Priscilla	Elections	45
Newhall, Charles	Treasurer/Collector	49,630
Newhall, Karen	School	45,827
Newman, Matthew	Fire	766
Nicholls, Gail	School	10,172
Norris, Julie	School	51,120
Novakowski, Frances	School	399
Nowak, Michele	School	124
O'Connor, Jeralyn	School	58,134
O'Connor, John	Fire	13,235
O'Dowd, Jeanne	School	18,823
O'Leary, Bonnie	School	1,212
O'Neil, William	Fire	55,230
Ogden, Corinne	School	5,670
Ogden, David	Electric Light	57,856
Ohlson, Patricia	Assessors	2,000
Olmsted, Susan	School	32,026
Osgood, Donald	Public Works	11,056
Osgood, Glenn	Public Works	44,028
Painchaud, Donna	School	4,701
Palace, Kristin	School	75
Parks, Janet	School	13,160
Pascucci, Joseph	Selectmen	1,600
Pazar, Janet	School	12,480
Pazdziorny, Deborah	School	10,996
Peachey, Betty	Elections	99
Peachey, Robert	Police	31,881
Peachey-Aleckna, Sheryl	Elections	172
Pecci, Meredith	School	13,585
Pelletier, Marie	School	32,394

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Pelletier, Patricia	Treasurer	23,624
Pelrine, Mary	School	69,194
Perkins, Marie	School	18,255
Persico, Patricia	School	898
Pickett, Madeline	Recreation	717
Pinardi, Cherie	Board of Health	4,023
Pisano-Merta, Maureen	School	41,299
Poirier-L'Abbe, Seth	Recreation	148
Pollock, Sandra	School & Elections	11,053
Popielski, Kristen	School	531
Powell, Elizabeth	School	75
Prentakis, Konstantinos	Assessors	2,000
Provost, Kathryn	School	16,314
Quadros, Dustin	Public Works	4,237
Rafferty, Stephanie	School	5,910
Rakusin, Mindy	School	1,313
Reeves, Barbara	School	185
Reid, Sandra	School	973
Reitman, Jade	School	70,523
Repucci, Linda	School	10,313
Reynolds, Mary	School	31,691
Riley, Janet	School	65,161
Ring, Denis	Fire	17,750
Robinson-Angel-Patricia	School	55
Rock, Steven	School	150
Rockwood, Mary	School	1,579
Rodham, Karen	Elections	136
Rollins, Kenneth	Electric Light	99,668
Rosenthal, Judith	School	1,050
Rubchinuk, Sandra	School	52,966
Rundquist, Lisa	Flint Public Library	8,725
Rymsha, James	School	34,051
Salkovitz, Susan	Elections	145
Santosuosso, Lynelle	School	371
Sarno, Ann	School	580
Sarno, Barbara	School	3,068
Sarno, Lauren	School	168
Sarno, Martha	School	93
Saulnier, Raymond	Police	4,407
Saulnier, Scott	Public Works	50,684
Sayre, Robert	School	8,159
Schloss, Kim	School	2,653

Town Employee Earnings For
Calendar Year Ending
December 31, 2004

Employee:	Department:	Earnings:
Sharp, Arthur	School	39,117
Sheehan, Lisa	School	5,426
Sheridan, Lynne	School	3,371
Siddall, Deanne	School	52,295
Silva, Cheryl	Electric Light	48,938
Simonelli, Kristen	School	42,018
Sinclair, Judith	School	15,113
Singer, Ira	Selectmen	79,187
Smith, David	Public Works	36,824
Smith, Meghan	School	4,790
Smith, William	Inspection	8,562
Spiro, Derek	Public Works	37,502
Strandring, Sheila	School	65,619
Stefanek, Keith	School	45,656
Stickney, Kris	Police	13,317
Stone, Rebecca	Flint Public Library	2,533
Sullivan, Linda	School	7,345
Supino, Kim	School	638
Swanson, Bradford	Assessors	47,259
Sweeney, Tynne	School	18,380
Swift, Loretta	Flint Public Library	3,763
Talbot, Joan	School	75
Tentindo, Anne	Treasurer	19,163
Ternullo, Mark	School	33,868
Titus, Nancy	Accountant	22,028
Tivnan, Karen	Flint Public Library	14,486
Torname, Nancy	Fire	2,562
Torosian, Amanda	School	12,700
Tragert, Henry	Moderator	100
Turcotte, Daniel	Fire	2,340
Twiss, Frank	Fire	97,105
Twiss, ILENE	School & Elections	214
Twombly, Carol	School	10,926
Ulasewicz, Mary	School	50,129
Valcourt, Antonette	School	10,247
Vanni, Andrew	Accountant	51,519
Vickerman, Debra	School	53,385
Vines, David	Inspection	49,412
Viteri, Byron	Public Works	279
Voss, Leslie	School	38
Walke, Bernard	Electric Light	83,204
Wayne, Michael	Public Works	2,640
Weeden, Stacy	Flint Public Library	370
Weiner, Beth	School	9,300
White, Carolyn	School	49,854
White, Mary	School	75
White, Patrick	Public Works	36,511
White, Richard	School	37,974
Wills, Beth	School	53,147
Wojciechowski, Christin	School	12,456
Worthen, Michelle	School	38,754
Xerras, Malama	School	825
Zaik, Mary Esther	School	188
Zavras, Theodora	School	280
Zingarelli, Patricia	Assessors	4,244



To the Honorable Board of Selectmen and Citizens of Middleton:

MISSION STATEMENT:

The primary mission of the Middleton Fire Department is to protect lives and property and improve the quality of LIFE in the Town of Middleton through fire prevention, fire suppression, hazardous material control, and fire alarm communications to all who live, work or invest in the community.

I hereby submit to you the report of the Fire Department for the period July 1, 2003 to June 30, 2005.

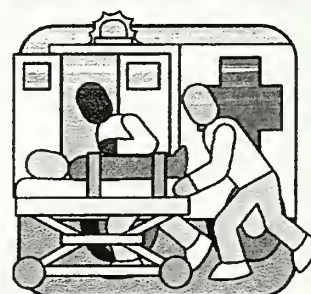
The Fire Department consists of permanent and call personnel. The permanent force is composed of Chief, Captain, three Lieutenants, three Firefighters and one Dispatcher. The call force consists of one Captain, and 23 Firefighters, and 4 Dispatchers. This combination of personnel gives the Town a complement of 36 men and women serving of the Fire Department.

DEPARTMENT ROSTER:

KEY

- * Emergency Medical Technician/Basic
- ** First Responder, 105 CMR 171.000 MGL c111, c201
- *** Emergency Medical Technician/Intermediate
- **** Emergency Medical Technician/Paramedic

Total EMT/Basic	22
Total EMT/Intermediate	1
Total EMT/Paramedic	8
Total First Responder	4



PERMANENT FORCE:

- * Chief David T Leary Sr..
- *** Captain Frank Twiss
- * Lieutenant William O'Neil
- * Lieutenant Kenneth LeColst
- **** Lieutenant Thomas Martinuk
- **** Firefighter Douglas LeColst
- * Firefighter Jeffery Barber
- **** Firefighter Robert Joyce
- * Dispatcher Lily McCormack



CALL FORCE:

* Captain Charles S. Clinch, III
* Firefighter Charles S. Clinch, IV
* Firefighter Peter Beuparlant
* Firefighter Luis Bergstorm
* Firefighter Michael Bell
* Firefighter William Clough
* Firefighter L DeBenedictis
* Firefighter T Dechene
*** Paramedic Al Denisco
* Firefighter Sal Fazio
* Firefighter Peter B. Francis
*** Firefighter James Hannon
* Firefighter Adam Haynes
* Firefighter David Hathaway
* Firefighter Chris Huston
* Firefighter Daniel Kessel
** Firefighter Scott L'Abbe
* Firefighter Daniel Leary
* Firefighter David Leary Jr.
* Firefighter R Margeson
*** Firefighter Danielle Martinuk
* Firefighter Richard F. Nash
*** Firefighter M. Newman
* Firefighter Nancy Torname
* Firefighter John O'Connor
* Firefighter Daniel Turcotte

Dispatchers

Robert Aldenberg Denis Ring
Lily McCormack

MANPOWER:

As with past years, the manpower situation still needs attention. Availability of personnel is at a critical level; the need for additional full time firefighters/paramedic grows this year more then ever. The growth of the town has placed a high demand on the department, with increases in inspections and requests for Advance Life Support, both in routine and emergency natures. This department has seen a increase so that about 47% of our incidents are emergency medicals. This department is in hopes that at next town meeting the voters will vote to have one more firefighter-paramedic

As of this writing the Town does not comply with the recommendations of the United States Occupational Safety and Health Administration, and the National Fire Protection Association (1500) Standards, requiring four (4) persons to be on scene before attempting an interior fire attack. As it is now, we are responding nights and weekend with just two.

INCIDENTS:

The Fire Department responded to a total of incidents during 2003-2005 This year we showed a decrease of 5 incidents. The incidents are broken down as follows:

<u>Type of Incident</u>	<u>Number of Incident</u>	2003	2004
Building Fires		30	28
Chimney Fires		04	05
Motor Vehicle Fires		16	18
Brush and Grass Fires		65	60
Rubbish, Trash, Dumps		11	10
Spills (gasoline, oil, etc.)		10	09
Medical Aid -Basic Life Support		565	566
Medical Aid - Advanced Life Support		147	175
Motor Vehicle Accidents		152	141
Mutual Aid - Medical Aid		33	39
Medical Aid No Transport		17	19
Burnt Food on stove		91	80
Investigations		60	61
Electrical		07	04
Delayed Ignitions (oil burner)		12	13

Defective gas appliances	05	02
Lock ins	02	03
Service Calls (lockouts, etc.)	175	162
Assist Police and other Town Departments	25	30
Illegal burning	25	20
Mutual Aid	53	64
Defective Elevators	03	8
False Alarms (street, master boxes and telephone)	06	01
Alarm activation's (needless)	124	110
Lightning strikes	05	03
Investigation (gas odor)	20	18
Carbon Monoxide detector activation's	22	25

Total Response

1737 1675

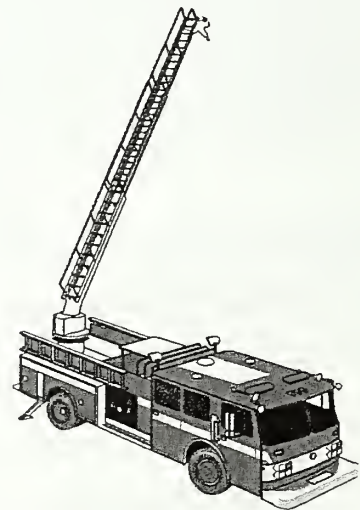
We answered an average of 350 incidents from the hours of 0001 (12:01 AM) to 0800 hours (8:00 AM), 873 incidents were from 0801 (8:01 AM) to 1600 hours (4:00 PM), and 514 incidents from 1601 (4:01 PM) to 2400 (midnight).

The department received mutual aid from the surrounding communities a total of 125 times during the past year.

APPARATUS:

The apparatus of the department is in fair to good condition. The current inventory of your equipment is:

- 2003 Ford (Chief's car)
- 2004 Ford Sedan (Car 2)
- 1999 Ford 450 Pick-up (Squad 5)
- 1995 Ford E350 Ambulance (Rescue 6)
- 2000 Ford E450 Ambulance (Rescue 1)
- 1993 Ford E350 Utility body (Fire alarm maintenance)
- 1972 International front mount pump (Engine 2)
- 2002 Ferrara Pumper (Engine 1)
- 2002 Ferrara Pumper (Engine 3)
- 1999 Sutphen 105' Aerial Ladder (Ladder 1)
- 1982 Mack Tractor, with 1965 Heil trailer (Engine 4)
- 1999 Cox Boat trailer with 1989 Bombard Commando boat with motor for water rescue
- 1988 Wire trailer (fire alarm) two general purpose trailers used for HazMat incidents



9-1-1

9-1-1 has been on line in Middleton since May of 1997. During the year, the department answered 1,965 calls on the 9-1-1 lines. I must stress that this is an emergency number and should be used for that purpose only. If you should call 9-1-1 by accident, please stay on the line so the dispatcher can verify that it was a wrong number or accidental call. When you hang up without answering we are required to

dispatch equipment to your resident or place of business to determine if an emergency does exist. Due to the fact that the Police are sometimes very busy this makes it hard on both departments.

When calling 9-1-1 from a cellular phone, beware that you will be speaking with a State Police telecommunicator at the Framingham State Police radio room. You need to be specific as to your location and emergency. They in turn will connect you with the area you are in, or take the necessary information and dispatch the appropriate response.

9-1-1 can be used even if you cannot speak. When you call, if for some reason you can not speak, you can simply press one of three numbers. If you should need the police, press the number 1, for a fire emergency, press 2 and for an ambulance, press 3. Then it will be necessary for you to respond to the telecommunicators as requested using numbers or what ever means that can be used.

RADIO SYSTEM

The radio system appears to be in good operating order, with no major problems noted at this time. This system is starting to show its age and we have started with the replacement of the desk console for the 911 center.

TRAINING AND EDUCATION

As in the past year, the department continues to conduct regular training sessions for its members in certain fields. The departments Paramedic's have to seek their training outside of the department in order to maintain their status in the Advance Life Support Field. We have purchased several programs such as defensive driving techniques for both the fire apparatus and the ambulance.

This year are sending four firefighters to **Firefighter I / II Plus** this training, this is being done by the Mass. Firefighters Academy for the Essex County Fire Departments.

EMERGENCY MEDICAL SERVICES

Emergency Medical Services continue to play a major role in daily Fire Department operation. By year's end, the Fire Department will have logged well over seven hundred medical incidents, ranging from cuts and sprains to potentially life-threatening trauma and medical emergencies. To date, the department has a total of twenty-eight Emergency Medical Technicians (twenty two Basic EMT's, seven Paramedics and one Intermediate). Of the seven Paramedics, three recently completed training at the Paramedic level on their own time and expense and are currently utilizing their skills to better serve the community. The department still operates both Rescue-1 and Rescue-2 and on many occasions, both ambulances are put to work simultaneously treating the sick and injured.

Recently the Department purchased a Lifepak-12 monitor/defibrillator, which helps to further diagnose patients who we feel could potentially be suffering from a myocardial infarction or a "heart attack". These machines, along with the many other pieces of equipment that are carried on board the ambulance, are essential when caring for the sick and injured.

In order to be proficient in what we do on the street, all members of the department must obtain a certain number of training hours on a yearly basis. These hours or classes are held on a monthly basis, in-house and here all members are educated and trained on all the up-to-date treatments that exist in the medical field.

In an effort to better educate the public, the Department holds both CPR and First-Aid courses for those persons in the community who wish to learn how to aid someone who is sick or injured. By learning these skills, you could potentially save someone you encounter that is suffering from a "heart attack" or other medical emergencies. The Department strongly recommends that all persons be trained in these

potentially life saving skills. If you wish to obtain more information, you can call the Middleton Fire Department or your local Red Cross Agency.

One of our goals at the Middleton Fire Department is to provide the best patient care possible to the sick and injured. It is the hard work and dedication of each and every member of this Department that makes that possible. Each and every citizen in this community should feel comfort knowing that when they dial 9-1-1 to report a medical emergency, they will receive professional, high quality medical care.

FIRE PREVENTION ACTIVITIES

The Fire Prevention Division has again experienced a very busy year. As in previous years, inspection activity continues to increase due to the construction of new homes and businesses. In addition, there have been numerous inspections of existing homes and businesses that have undergone additions and/or renovations. In terms of fire safety education, the department continues to make numerous visits to the schools and day care centers. Many local businesses have participated in our fire extinguisher training class, which has been a great learning experience for all that attend. Other examples of our commitment to promote fire safety included classes for the elderly, public service announcements on the local cable channel, and handouts for the school children.

During this fiscal year, the department again received a S.A.F.E. (Student Awareness of Fire Education) grant from the Commonwealth. The money was used to enhance our fire safety education programs through additional training and materials. Firefighters have visited the schools more frequently and have provided up-to-date training programs that included "Play Safe, Be Safe" for preschoolers, "Smoke Detectives" for the Kindergarten, and "Safe-T-Rider" for second graders.

"Play Safe, Be Safe" was made available free of charge by the Bic Corporation and has been a great success in teaching basic fire safety to the preschool. "Smoke Detectives" was donated by State Farm Insurance, and it is popular with the Kindergarten classes. The "Safe-T-Rider" program was provided by the Elevator/Escalator Safety Foundation. The entire second grade participated in this free program which was both enjoyable and educational. The subject of the program was the safe and proper way of riding escalators, elevators and moving walks.

In 1998, the S.A.F.E. grant allowed the department to purchase a "Sparky the Fire Dog" suit, which continues to be a favorite of the young children. In addition, plastic fire helmets, Halloween bags, plastic fire badges, book covers, pencils, pamphlets, and calendars are available for distribution to the public.

Another valuable fire safety education tool, which was made available through a state grant, is the District 5 S.A.F.E. Fire Safety Trailer. The participating communities in Fire District 5 jointly operate this 32-foot trailer, which is stored at Danvers Fire Headquarters. We were fortunate to have the trailer in Middleton for the Pumpkin Festival, and it was a tremendous success. Todd of Tonnelli's Restaurant graciously donated his parking lot and electricity to operate the trailer. People of all ages visited the trailer and learned valuable fire safety information. Some also participated in actual home escape drills.



Remember that fire can strike without warning. To be safe you have to be ready. Take the time now to complete a home fire safety check. Install **smoke detectors** if you haven't already. For those who have already installed detectors, be sure they are clean and free of dust. Test the batteries monthly and replace the batteries yearly. Sit down with family members and devise a **family escape plan** for your home. The plan should include two (2) ways out of every room, plus a meeting place out of the building. Purchase multi-purpose **(ABC) fire extinguisher** and learn how to use them properly. The extinguishers should be located near exit doors.

One issue that continues to raise many questions and concerns by the public is the **danger of carbon monoxide poisoning**. Carbon monoxide (CO) is a colorless, odorless, and highly toxic gas. Carbon monoxide is a by-product of combustion, present whenever fuel is burned. Common home appliances,

such as gas or oil furnaces, clothes dryers, water heaters (gas or oil fired), automobiles, and wood stoves produce CO.

Malfunctioning heating equipment, blocked chimneys, indoor use of barbecue grills, use of cooking appliances for heating purposes, poor ventilation, and automobile exhaust in an attached garage can cause carbon monoxide to enter a home. If carbon monoxide goes undetected and the levels increase, carbon monoxide poisoning can occur. Symptoms such as headaches, dizziness, weakness, nausea, vomiting, tightening of the chest, convulsions, redness of the eyes, sleepiness, confusion and ringing of the ears are some of the effects of carbon monoxide on the body. Prolonged exposure can lead to unconsciousness, brain damage, or death.

To protect yourself and your family from carbon monoxide poisoning, install at least one **carbon monoxide detector** near the sleeping area. An additional detector near the home heat source can provide extra protection. Choose Underwriters Laboratories (UL) listed detectors that sound an audible alarm. In addition to installing carbon monoxide detectors, residents should regularly inspect and service potential problem sources of carbon monoxide.

If you or your family members encounter any danger signs of carbon monoxide poisoning, if there is a suspicion that a carbon monoxide problem exists, or if a carbon monoxide detector activates, evacuate the home immediately and call the fire department. The firefighters can render emergency care and also use special equipment to measure the levels of carbon monoxide in the home.

Another issue of concern is the use of candles. The popularity of candles has risen greatly across the nation, and so have the number of fires caused by candles. In Massachusetts, candle fires have tripled in the past decade. Each year, several people are killed and millions of dollars of damage is incurred. Concerned over the rise in candle fires, the State Fire Marshal asked the Massachusetts Public Fire and Safety Education Task Force to research the issue. A *Candle Subcommittee* was formed consisting of members of the Task Force and staff from the Fire Data and Public Education Unit in the Office of the State Fire Marshal. Data from the National Fire Incident Reporting System (NFIRS) and the Massachusetts Fire Incident Reporting System (MFIRS) was looked at. With more specific data needed, the Candle Subcommittee and the OSFM worked with the National Fire Protection Association (NFPA) to develop a Candle Fire Follow-up Survey. A *joint report* was issued by the NFPA and the Department of Fire Services summarizing the major findings of the study. This report, along with other information regarding candle safety, can be obtained online at www.state.ma.us/dfs.

Candle Safety Tips – Follow the “Circle of Safety”

- **Burn candles inside a one-foot circle of safety, an area free of anything that could come in contact with the flame and burn.**

Use candles in the center of an area one-foot in diameter free of anything that could burn, such as decorations, curtains that could blow around, other items on a table or bureau. Use a sturdy metal, glass or ceramic container.

- **Stay in the same room with burning candles; never leave them burning unattended.**

Most candle fires start when they are left burning unattended. Don't leave a candle burning out of your sight or when you fall asleep at night.

- **Use candles out of reach of children and pets.**

Many candle fires are started when pets knock them over, or when children touch or play with them.

- **Keep all matches and lighters out of reach of children.**

Store in a high cabinet, preferably in a locked one. You wouldn't leave a loaded gun lying around and a lighter can be just as dangerous in a child's hand.

- **Teach everyone in the family the rules of safe candle use.**

Children, teenagers, grown-ups and older adults should know the rules of safe candle use.

If you would like some help in planning a home fire escape plan; if you would like a home fire safety check; or if you have any questions concerning fire safety or fire prevention, please stop by the fire station or call us at (978) 774-2466. Arrangements can be made to help you keep your home fire safe. The department has two slide programs on "Preventing Home Fires" and "Escaping Home Fires" and also numerous videos on fire safety, which are available to be viewed for your education.

FIRE SAFETY TIPS TO REMEMBER

- Install at least one smoke detector on each level of your home.
- DO NOT disable a smoke detector when it sounds.
- Know what to do after a detector sounds.
- Plan a home escape route in the event of a fire.
- Install at least one carbon monoxide detector



INSPECTIONS & PERMITS		
Oil Burner Inspection	52	
Re-inspection	8	
Permits Issued		52
Fire Alarm Inspection	185	
Re-inspection	30	
Permits Issued		185
Liquid Propane Storage	78	
Re-inspection	7	
Permits Issued		78

Tank Truck Inspection	12	
Re-inspection	1	
Permits Issued		12
Blasting Permit	13	
Blast Witnessed	25	
Permits Issued		13

MISCELLANEOUS PERMITS		
Sprinkler Permits	11	
Flammable Liquid	7	

Tent Permit	4	
Tar Kettle	0	
Welding / Cutting	12	
Underground Storage Tank Removal	20	
Plans Review (residential, smoke & heat detection,	120	

sprinklers, and fire extinguishers).		
Burning Permits Issued		165
Calls for permission to burn	500	

NOTE: Burning Permits are good for one (1) season, but a call to the fire department **MUST BE MADE ON EACH DAY OF BURNING.**

FIRE ALARM

The fire alarm system is in excellent repair and condition. Maintenance and care of the system is the key to reliable, cost effective operation. The fire alarm system is cared for in its entirety by the Superintendent of Fire Alarm, and remains basically self-supporting through fees charged directly to the users. All town-owned buildings are protected by the system. Expansion of the system continues at a rapid rate again this year due to many construction projects in progress. All costs associated with the expansion process are borne by the developers and/or builder.

FOR FIRE & EMERGENCY: CALL 9-1-1

Provide the telecommunicator with the following information:

- Your name
- The address where the emergency is located
- What the emergency is
- How many people are injured or need help
- What is being done for the victims
- Your telephone number
- **DO NOT HANG UP UNTIL TOLD TO!**

In the event you have no telephone, use the fire alarm box in your area. STAY at the fire alarm box until apparatus and personnel arrive. Immediately direct them to the problem.

RECOMMENDATIONS:

- Addition of five (5) full time firefighters EMT'S
- Addition of one (1) full time fire prevention inspector
- Addition of three (3) E 9-1-1 telecommunicators (dispatchers) to augment weekend and night shifts

I would like to take this opportunity to thank the Board of Selectmen, Town Administrator, Department Heads and the Citizens of the Town of Middleton for your continued cooperation during the past year.

To the officers and firefighters of the department and your families, thank you for your assistance throughout the past year. Your dedication toward providing safety to the residents of the town is very much in my thoughts at all times, as well as your well being.

Respectfully submitted,

David T. Leary, Sr.,
Chief of Department

Middleton Police Department
Annual Report

Department Roster

The following is the report and activity statistics of the Middleton Police Department from July 1, 2002 to June 30, 2003.

Paul F. Armitage, Chief of Police
James A. DiGianvittorio, Sergeant
John E. Jones, Sergeant
Ronald S. Carpenter, Sergeant
James J. DeCosta, Patrol Officer
Robert A. Currier, Patrol Officer
Gayle F. Haley, Patrol Officer
Robert T. Peachey, Jr., Patrol Officer
Thomas M. McParland, Patrol Officer
David E. Arathuzik, Patrol Officer
Brian J. Kelley, Patrol Officer

Reserve Officers

James W. Kelley, Patrol Officer
Leonard J. Ferreira, Patrol Officer
William J. Corey, Patrol Officer
Richard A. Mendes, Patrol Officer
Charles R. Costigan, Patrol Officer
Raymond L. Saulnier, Patrol Officer
James A. LeDuc, Patrol Officer
John S. Griffith, Patrol Officer
Gary K. Lacey, Patrol Officer
James D. Bernhard, Patrol Officer
Richard Cardinale, Patrol Officer
Dale C. Jenkins, Patrol Officer
James Morton, Patrolman (Resigned 6/30/03)
Matthew P. Armitage, Patrol Officer (Appointed 3/25/03)
Wade M. Maribito, Patrol Officer (Appointed 3/25/03)
Michael J. LeColst, Patrol Officer (Appointed 3/25/03)

Clerk/Dispatchers

Nancy McParland
Kris Stickney

Custodian

Manuel Correia (Effective Date 8/02)

Special Assignments

Sergeant DiGianvittorio

1. Scheduling Officer
2. Firearms Instructor
3. Accreditation Officer
4. Court Activity Supervisor
5. Firearms Licensing Officer
6. Field Training Officer

Sergeant Jones

1. Juvenile Officer
2. Internal Affairs Officer
3. Field Training Officer

Sergeant Carpenter

1. Facilities Manager
2. Fleet Supervisor
3. Bicycle Patrol Officer
4. Assistant Drug Officer

Officer DeCosta

1. Court Officer

Officer Currier

1. Safety Officer
2. CJIS Computer Officer

Officer Peachey

1. Bicycle Patrol Officer
2. Photographer/Fingerprint Officer

Officer Haley

1. Domestic Violence Officer
2. Training Officer
3. Drug Officer
4. Accreditation Officer
5. Field Training Officer

Officer McParland

1. DARE Officer

Officer Arathuzik

1. CJIS Computer Officer

Officer Costigan

1. Computer Consultant

Officer Saulnier

1. Department Mechanic

IN MEMORIAM

We remember the following members of the Middleton Police Department and their years of service:

<i>Sergeant Lloyd Getchell</i>	<i>1946 - 1967</i>
<i>Chief James Wentworth</i>	<i>1947 - 1971</i>
<i>Officer Paul Peters</i>	<i>1970 - 1983</i>
<i>Sergeant Edward Couture</i>	<i>1974 - 1997</i>
<i>Chief Edward Richardson</i>	<i>1962 - 1988</i>
<i>Sergeant Louis Fedullo</i>	<i>1970 - 1995</i>
<i>Officer Henry Bouchard</i>	<i>1968 - 1997</i>

May They Rest In Peace

Police Incidents

July 1, 2002 to June 30, 2003

911 Calls	145
Abandoned Motor Vehicle	10
Alarms – Business/Residential	626
Alcohol Violation	6
Animal Complaint	54
Annoying Calls	15
Assault	21
Assist Agency	226
Attempt to Serve Process	12
Attempted Breaking and Entering	2
Attempted Larceny	3
B&E – Building	16
B&E – Dwelling	7
B&E – Motor Vehicle	25
Building Check	6
Bus Passed	1
By-Law Violation	2
Car Fire	1
Check Well Being	36
Child Abuse	1
Child Safety Seat Installation	13
Citizen Complaint	93
Civil Matter	6
Class A Drug Possession	1
Class D Drug Possession/Sale	2
Community Policing	3
Confidential Report	8
Cruiser Damage	2
Damaged Property	43
Death (Reported)	9
Delegated Patrol	935
Denial License to Carry	1
Disorderly/Disturbance	26
Dispute	74
Disturbed Person	3
Domestic, Domestic Abuse	37
Dumping Illegally	14
Erratic Operation	97
Fire Alarm	127
Fraud/Bad Check	7
Gas Line Break	1
General Service	340
Harassment	26
Hazardous Material	1
Injury on Duty	4
Intoxicated Person	4
Juvenile Offense	15
Larceny from Motor Vehicle	7
Larceny/Theft	117
Loitering	10

Incidents (continued)

Lost Item	29
Malicious Destruction	27
Medical Aid	259
Messenger/Mail Delivery	19
Minor Transporting	1
Miscellaneous Incidents	104
Mischievous Activity	20
Missing Person	25
Motor Vehicle Crash – Fatal	1
Motor Vehicle Crash – Hit & Run	19
Motor Vehicle Crash – No Personal Injuries	218
Motor Vehicle Crash – Personal Injuries	59
Motor Vehicle - Disabled	134
Motor Vehicle Stop	164
Motor Vehicle - Theft	5
Noise Complaint	28
Notification	26
Parking Complaint /Violation	8
Peeping Tom	1
Property Found	44
Prostitution	2
Public Service	166
Purse Snatching	1
Racial Incident	1
Radar	27
Recovered Motor Vehicle	3
Repossession	8
Request Officer	8
Road Obstruction	63
Road Rage	11
Robbery	1
Runaway	4
Selective Enforcement	247
Service 209A	8
Service Request	42
Service Summons	4
Shoplifting	7
Solicitors	19
Stolen Property	6
Suicide or Attempt	1
Suspend License to Carry	2
Suspicious Motor Vehicle/Persons/Activity	279
Towed Motor Vehicle	4
Threat	17
Traffic Obstruction	4
Trespassing	14
Unauthorized Entry	1
Unfounded Call	21
Unwanted Guest	19
Uttering	1
Vandalism	31
Violation 209A	4

TOTAL POLICE INCIDENTS**5458**

ARREST OFFENSE TOTALS

A&B Dangerous Weapon	2
Assault DW	1
Attaching Plates of a Motor Vehicle	1
Attempt to Commit a Crime	3
B&E Night-Building-Intent to Commit a Felony	1
Dangerous Weapon, Carrying	1
Defacing/Vandalism Real or Personal Property	4
Defective Equipment	5
Defrauding an Innkeeper, Over \$100	1
Disturbing the Peace	1
Domestic Assault & Battery	15
Drinking Alcohol from an Open Container While Operating A Motor Vehicle	1
Expired Inspection Sticker	1
Failure to Display Registration Expiration Tags	2
Failure to Stay Within Marked Lanes	17
Failure to Stop for Police While Operating A Motor Vehicle	4
Failure to Stop for Red Light	5
False Impersonation; Identity Fraud	3
Falsifying, Stealing, Etc. Motor Vehicle Document	4
Forgery	1
Fraudulent Registry Identification	1
Giving False Information to a Police Officer	2
Improper Passing	1
Larceny by Check	6
Larceny of a Motor Vehicle or Trailer	1
Larceny of Property Over \$250	1
Larceny of Property Under \$250	1
Malicious Destruction Property Over \$250	6
Malicious Destruction Property Under \$250	2
Minor Transporting/Carrying Alcohol	7
Misuse/Possession of Handicap Placard	1
Motor Vehicle Leaving Scene after Personal Injury	1
Motor Vehicle Leaving Scene after Property Damage	3
Motor Vehicle OUI, Drugs	3
Motor Vehicle OUI, Liquor	8
Motor Vehicle OUI, Liquor, 2 nd Offense	3
Open & Gross Lewdness	1
Operating a Motor Vehicle after License Revoked	2
Operating a Motor Vehicle after Revocation for Drunk Driving	1
Operating a Motor Vehicle after Suspension	13
Operating a Motor Vehicle Contrary to License Restriction	2
Operating a Motor Vehicle Failure to Display Plates	1
Operating A Motor Vehicle that Fails Safety Standards	1
Operating A Motor Vehicle without A License in Possession	2
Operating after Revocation/Subsequent Offense	2
Operating after Suspension Subsequent Offense	2
Operating an Uninsured Motor Vehicle	7
Operating an Unregistered Motor Vehicle	7
Operating Motor Vehicle Negligently So As to Endanger	3
Operating Motor Vehicle Recklessly As to Endanger	2
Operating Without a License	12
OUI Motor Vehicle-Liquor, 4 th or Subsequent Offense	1
Owner Failing to Have Motor Vehicle Inspected	3
Possession of a Class A Drug	1
Possession of a Class B Drug	1
Possession of a Class D Drug	5

Arrest Offense Totals (continued)

Possession of a Controlled Substance within School Zone	1
Possession of Burglarious Tools	3
Possession of Drug Paraphernalia	1
Possession of Firearm w/o ID Card, Subsequent Offense	1
Receiving Stolen Property, Over \$250	2
Registration Violation/Sex Offender Reg.	1
Revoked Registration	3
Seat Belt Violation	3
Shoplifting-Concealing Merchandise	2
Speeding	13
Stop Sign Violation	1
Threatening to Commit A Crime	2
Using False Credit Card Under \$250	1
Uttering a Forged Instrument	1
Violation of Protective Order	3
Warrant	1
Writ of Apprehension	1

There were 121 Arrests and 26 Protective Custodies which included the above 229 incidents.

Motor Vehicle Citations
July 1, 2002 to June 30, 2003

Alcohol/Possession	2
Defective Equipment	69
Drink Drive	5
Drug Pafap	3
Excl Way	1
Fail Dim	1
Fail Yield	1
Failure to Notify Registry of Motor Vehicles of Name Change	3
Failure to Obey	17
Failure to Slow At Intersection	1
Failure to Stop for a Pedestrian	1
Failure to Use Care	30
Failure to Yield to an Emergency Vehicle	1
False Docs	1
False Name	1
Flash Red	5
Harsh Noise	2
Hit & Run Accident with Injuries	1
Hit & Run Accident with Property Damage	5
Impeded Operation	2
Improper	1
Inspection Sticker Violation	160
Kprt Ob Vu	2
Larceny MV	1
Left Turn Violation	10
Malicious Property Damage Over \$250.	2
Marked Lanes Violation	59
No License in Possession	27
No License in Possession	38
No Registration in Possession	18
Number of Plates	3
Operating After Suspension for OUIL	1
Operating After Suspension	34
Operating After Suspension, 2 nd Offense	7
Operating Motor Vehicles 2 Abreast	1
Operating On a Revoked License	8
Operating on a Revoked License, 2 nd Offense	2
Operating to Endanger	6
Operating Under the Influence	14
Out of Class	1
Passing Violation	28
Ped Xwalk	1
Plate Stic	9
Possession of Class A	2
Possession of Class D	1
Possession	1
Receiving	3
Red Light Violation	126
Reg. Plate	3
Revoked Registration	5
Revoked Registration	11
Right on Red Violation	1
Safety STD	1
School Bus Violation	3
Seat Belt Violation	237
Seat Belt/Violation	7

Motor Vehicle Citations (cont.)

Slow Pedestrian	2
Speeding	533
St.H.Enter	2
Stop for Police Officer	5
Stop Sign Violation	28
Throw Object	1
Tinted Glass	1
Trespassing/Loitering	5
Trn Wrn Ln	2
U/Car.Ligh	1
Unattendmv	1
Uncovered Load	3
Unin Oper	36
Unregistered	79
Use Rt Ln	1
Ut Fls Stk	1
Yellow Light Violation	8
Yield Sign	1

The preceding statistics represent 1,696 charges for which 1,183 violations were issued.

Warnings	293
Civil Violations	736
Complaint Applications	91
Arrests	60
Void	3

ACCIDENT TOTALS BY LOCATION

Boston Street	22	Lonergan Road.	1	Parking Lots	20
Central Street	4	Manning Av.	1		
Donovan's Way	1	Maple Street	22		
East Street	17	Nelson Circle	1		
Elm Street	5	North Liberty St.	1		
Essex Street	5	North Main St.	53		
Forest Street	2	Peabody Street	1		
Gregory Street	1	Piedmont Street	1		
Hilldale Avenue	1	River Street	17		
Kenney Road	1	School Street	1		
Lakeview Ave.	1	Sgt.Roode Lane	1		
Liberty Street	7	Sharpner's Pond Rd.	1		
Locust Street	2	South Main Street	127		
Logbridge Rd.	1	Village Road	4		
Total Accidents				322	

Chief's Report



Fiscal year 2003 was yet another busy year for me and for your police department. If you have the time and the interest, please see our web site at www.middletonpolice.com to compare our incidents, arrests, motor vehicle crashes and citations from this year to those of the previous five years.

I served this year as the President of the Essex County Chiefs of Police Association. It was truly an honor to be recognized by my fellow chiefs and I'm proud to have been chosen. As in previous years, I also attended monthly and annual meetings of the Massachusetts Chiefs of Police Association and the International Association of Chiefs of Police. These "meetings of the minds" are a constant valuable resource upon which I draw. I continued my quest for increased knowledge so as to properly lead your police department through these times of worldwide turmoil and financial difficulty. Training topics for these courses and seminars include: *Dealing Effectively with Unacceptable Employee Behavior, Major Crime Task Forces, New Trends in Criminal Threats, Homeland Security, Law Enforcement Lessons from the 9/11 & Anthrax Terrorist Attacks, The Importance of Community Policing in Homeland Security: Public/Private Partnerships, Seven Habits of Highly Effective Police Leadership with Dr. Stephen Covey, Why Police Chiefs Fail to Make an Impact: An Analysis of Leadership Problems in Law enforcement, Labor Relations, Ethics and Integrity.*

Our officers also spent hundreds of hours developing new skills and sharpening old ones. In addition to In-service Training held at the Massachusetts Criminal Justice Training Academy in Reading, officers were certified twice during the year to carry their firearms. They also attended training on Anti-Terrorism, Authorized Weapons Policy & Procedures, Baton Re-certification, Child Restraint Training, Computer Evidence and the Law, Cpr/First Responder, Crisis Negotiations, Critical Incident Management, DWI Crashes, Homeland Security, Infrared Breath Testing, Law Enforcement Incident Command Training, Sexual Harassment and Professional Behavior in the Workplace, Speed Management, Threat Assessment in Schools, and Traffic Occupant Safety.

I also made my annual trek to Washington DC in May, during National Police Week. As I wrote to you prior to our annual town meeting, I was not in attendance at town meeting because of the conflict with my responsibilities at Police Week. I am grateful for your understanding, as the work I do there with children who have lost a law enforcement parent due to a line of duty death, is critically important. I thank you on behalf of those children. By the way, if my calendar is correct, there should be no conflict over the next few years.

At Thanksgiving and Christmas, as well as at the Kiwanis Annual Cookout for the Elders, I made a point to being in attendance at the elder's dinners. I think that it is ironic that so many of our senior citizens knew me when I was a child and I still enjoy their advice as to how best police the Town of Middleton. It's ironic also that I am now also a card-carrying member of AARP!

I again worked with the Chief Will's Committee as we planned for the June 21st Town Festival. A lot of people put a lot of effort into this day and I'm sure that everyone who

attended appreciates that effort and benefits from it. Unfortunately it rained on us for the second year in a row. I'm sure we will have nothing but sunshine in June 2004.

In February, I had the opportunity to represent the Town of Middleton and the Essex County Chiefs of Police in a **BOSSLIFT** to San Antonio, Texas. In the early morning hours of February 26th I joined other police chiefs and executive officers from the corporate world, at Westover Air Force Base in Chicopee, MA. There we received our orders from the Secretary of Defense and boarded a C-130, strapped ourselves in, and flew to Lackland Air Force Base in Texas. We then spent the following two days visiting Air Force Bases and Army Posts. The purpose of the trip was to view our military, reservists, and guardsmen, as they prepared for deployment to fight terrorism and, to spread the word of support we all feel for those young individuals who are taking time from their family lives and careers to do the Nation's business. It was a heartwarming trip and an excellent reminder of the burden our military people bear while we stay home and remember them in our prayers.

The Sheriff's Department has continued to be a good neighbor. We continue to house any long-term prisoners at the Facility. Over the past five years we have transported over forty prisoners there. The correctional officers have spent over 1200 hours watching our prisoners and my budget has benefited to the tune of in excess of \$35,000.

Personnel

As reported in each of the last two years, I lost yet another officer this year to a neighboring police department. In November, after working for us for about two years, Reserve Officer James Morton accepted a fulltime position with the Groveland Police Department. Although he continued to work for us in addition to his responsibilities in Groveland, he had to resign in June so that he could give full attention to his attendance at the Police Academy. Jim is an active and personable officer and he will be missed.

As I pointed out in last year's report, the School Department has resumed the responsibilities for children who walk to school, by providing transportation for those who have to cross Route 114. We also found that there were not enough children crossing Maple Street to justify the crossing guard there. As a result, Manny Correia, who has worked for us for several years as a crossing guard, has accepted the responsibility as the police department custodian. I call him "Mr. Clean" because the place is sparkling, as is his personality.

Due to the loss of a reserve officer last year and again this year, I asked the Board of Selectmen to consider adding two or three reserve officers to our roster. My son Matthew was one of those who had filed an application with us. (Applications are available Monday through Friday, 9 AM to 4 PM. They are held for one year and then discarded.) I informed the Board of Selectmen of the possible conflict and asked to be allowed to withdraw from the selection process. Sergeant DiGianvittorio agreed to fill in for me and he and Town Administrator Ira Singer began the lengthy process of going through in excess of one hundred applications. Ten individuals were subjected to an entrance exam and then were interviewed by the Board of Selectmen. In May 2003 the Board appointed three new officers to the reserve force; Matthew Armitage, Wade Maribito and Michael LeColst. These officers had already completed (at their own time and expense) the

Reserve Police Academy at Camp Curtis in Reading and will spend many hours working with our Field Training Officers, Sgt. DiGi, Sgt. Jones and Officer Haley, prior to being sent on patrol alone. It takes many years and constant training to bring a new reserve up to speed and the loss of a reserve to another department is a costly occurrence for the Town.

At my request the Selectmen have made a change in our chain of command structure. I am of the opinion that the police department should have a superior officer position directly below the chief, in the chain of command. That chain historically has included the chief, sergeants and then the patrol force. A better scenario would be to have a chief, a captain or lieutenant, (non-union positions) the sergeants, and then the patrol force. Our current state of finances being what they are, I felt that it was unlikely the Board would consider the timing appropriate to add another position to my personnel budget. I suggested to the selectmen that they appoint Sgt. DiGi as my Executive Officer, and they agreed. This appointment makes it clear to department members and the public that, in my absence, the Executive Officer is in charge of the police department and represents the office of the Chief. I chose Sgt. DiGi for this position because of his seniority within the ranks of sergeant, his academic achievement (Master's degree in Criminal Justice) and his excellent work ethics. Sergeants Jones and Carpenter are also valuable assets to the successful management of the Department and are respectively, numbers three and four in the chain of command.

So that all my cards are on the table here, you should know that my intentions are to eventually pursue my original option of a non-union superior officer.

In June 2003, retired officer Henry A. Bouchard passed away. As was evident at Henry's wake, he was loved by hundreds of residents, old and young. Over thirty-three years ago Henry befriended me as I joined the Middleton Police Department. That friendship continues even today, death notwithstanding. I was fortunate to be able to spend time with Henry his last few days as he anticipated death. To the last minute he was a gentleman. He will be missed.

Henry would consider me remiss if I did not mention that one week after his passing, the love of his life, Pat, joined him in heaven. What a love story!



Grants

The search for grant money continues! This is a very important process by which I am able to manage the police department for you, while keeping the costs as low as possible. Because of our partnership with the Governor's Highway Safety Bureau I have been able to assign additional patrol hours this year using \$7,800 in funding from the bureau. Officers performing those patrols are particularly watchful for motor vehicle violations such as drunk driving, speeding, red light violations and non-compliance with the seat belt laws.

The bureau also awarded us a \$3,000 grant with which we purchased a Fatal Vision Kit, portable breathalyzers units, and a Speedgun Moving Radar Unit. The Fatal Vision Kit is an educational tool for both youths and adults. It allows us to educate participants as to the effect the consumption of alcoholic beverages has on a person's physical stability. The Portable Breath Testing Units (PBT) will be used by the officers as another tool during "Field Sobriety Testing" and also, at the request of school authorities, at proms and social events. The moving radar unit allows the officers to monitor the speed of vehicles even when the police car is in motion. We also received from the Bureau a \$9,800 Breath Alcohol Testing System (BATS), which replaces our fourteen-year-old Intoxilyzer. This new unit will automate reporting of drunk driving arrests to the Registry of Motor Vehicles and to the Office of Alcohol Testing. It will also reduce the booking procedure for these arrests by at least one hour.

As I warned in this communiqué last year, we have lost the state funding for our D.A.R.E. program and it no longer exists. This problem is not unique to Middleton. There is a possibility in FY 2004 that we may partner with the School Department and continue to offer our grade school children drug awareness education, but it will be outside of the formal program previously offered.

We are starting to see some of the money promised over a year ago towards homeland security. We received grant funds of \$20,500 which were used to purchase encapsulated Level C Chemical Protective Clothing, boots, gloves, chemical agent detection paper, air purifying respirators, two patrol rifles, surveillance equipment, an ATV and trailer, CDPD service for our cruiser laptops, a Sony night vision camera, night vision scope, and hand held weapon detectors. Beside the obvious advantages of this equipment, we will now be able to address complaints by our residents regarding the unregistered recreational vehicles tearing up fields and creating a great amount of noise pollution in our neighborhoods. The ATV will also be used to make necessary patrols through our water supply area and to respond to emergencies throughout the wooded areas of town and the several miles of gas lines recently buried throughout town.

Although this round of grant funding is very much appreciated, it does not address our more important needs of training and staffing. However, the grants come with many restrictions and we have to abide by them to qualify.

Our Community Police program continues albeit with less money. The 50% decrease continued this year leaving us with \$10,000. We were able to continue a number of programs including the Citizen Police Academy, Police Officer Paging System, Safety Seat Installations, Juvenile, Safety and Elder meetings, and the AAA Mature Operators Safe Driving class.

We also received funding from the Federal Bullet Proof Vest Program and the Executive Office of Public Safety to add to Town Meeting funds for the replacement of our officer's vests.

Equipment

Using Town Meeting appropriated funds we purchased and issued to each of our officers a Monadnock Baton. This additional equipment increases our options in our use of force

continuum and enhances officer safety. We also replaced a failing radar unit. I will continue to work towards improving our communications system. At our May, 2003, Town Meeting, taxpayers agreed with my request to replace some aging radio repeater equipment. This should occur by winter, 2004. I also hope to purchase, within the next two years a radar/message board for the use of town departments and it will soon be time to give consideration to replacing our heating system at the police station.

Recommendations

You will find below a reprint of my recommendations from last year. Nothing has changed, nor has the need!

*Both the police and fire departments are in dire need of additional space. The space needs for both departments were spelled out in reports two years ago and a new committee formed last year has re-affirmed that need. Further, I can't do any more than to continue to point out the need, as I have been doing, concerning our need for personnel. Speaking of which, three years in a row town meeting has approved the hiring of two additional police officers. Those officers would allow us to provide three on duty police officers from 9 AM to Midnight as opposed to the two that are presently on duty. The majority of voters at the town meeting agreed that having only two officers on duty around the clock was ludicrous. At the risk of sounding like a broken record let me repeat what I have stated before, the police station will remain closed until we have the personnel to staff it. If that is not important to Middleton residents ---- **so be it!** More to the point, when those two officers make an arrest, investigate an accident, a fight, a disturbance, a domestic occurrence, there will be **no one** available to handle calls. If a call comes in that is deemed important enough to warrant overtime, an officer will be called in from his or her home, wherever that might be. Somebody, someday, is going to get hurt. If that is not important to Middleton residents ---- **THAT IS NOT ACCEPTABLE!** I will continue to bring my request for personnel to town meeting until I am successful or replaced. To do anything less, in my opinion, would be a dereliction of my duty to the citizens of Middleton. I should further point out that my requests for two additional officers, based on population figures, will soon increase to three officers. We should have fourteen fulltime officers patrolling a town the size of Middleton; including me, we have only eleven.*

At our May 2003 Town Meeting you did not see my perennial request for additional police officers on the warrant. This was not because I do not need those officers and it was not because I have given up. During our conversations preparing for Town Meeting, I discussed with the Board of Selectmen and the Finance Committee the need to add three officers to the department so that we can have adequate staffing. It would have been absurd for me to think that the taxpayer, given the financial climate, would be willing to approve a proposition 2-½ override this year. I suspect that the same financial doom and gloom will persist into FY 2004. I will continue to pursue federal grants for personnel and will continue to try to convince the taxpayer that funds need to be spent on additional officers.

Acknowledgements



As always, I first extend my thanks for a job well done to the officers of the Middleton Police Department. In these times of having to do more with less you perform admirably. The same goes for Nancy and Kris. Very few people are aware of the stress you are under as you answer the phone, answer the radio, respond to inquiries at the front counter, perform miracles with the LEAPS computer, and stay calm. Thank you also for your obvious concerns for the officers as they work at a dangerous occupation. To the Board of Selectmen and the Finance Committee, thanks for your assistance and cooperation. I very much appreciate the assistance, advice and comradeship of the department heads. I believe that we collectively provide many great services to the Middleton residents and it is because we work well together. Finally I want to thank the residents of the town. Please continue with your comments and suggestions. If you don't communicate with me, I won't know what areas of our operation need improvement. Equally important is for you to let me know what we are doing right, so that we can continue in that direction. Although the cliché is old, it continues to be true. We are here to *Protect and Serve!*

FIREARMS INSTRUCTOR

As Firearms Instructor for the Middleton Police Department I attended a Firearms Instructor Recertification Program, which was given by the Massachusetts Criminal Justice Training Council. This year a new program was instituted by the Council which puts more emphasis on actual shooting scenarios rather than just trying to put holes in a piece of paper. The Council has given instructors numerous courses to train with. The program I chose is a combination of combat shooting as well as real life confrontations. The goal is to make tactical shooters, rather than a target shooter.

As we move into the year 2004, the threats that we as police officers confront are constantly changing, what we perceived as major crimes today may not be tomorrow. Crimes that are in the news daily have changed considerably since September 11, 2001. We now have to be aware of bio-chemical aspect of crime, along with acts of terrorism and crime on a much larger scale.

This year the Middleton Police Department in conjunction with the Massachusetts Criminal Justice Training Council sponsored a Patrol Rifle Instructor Course here at the Police department.

Police Firearms Instructor from around the state came and were trained in the basic fundamentals of the PATROL RIFLE. Each instructor returned to their perspective police agencies and added this training into their own programs.

Middleton Police trained and qualified all our officers with the .223 patrol rifle; this new tool will help our officers better advance in the fight against crime.

Lessons learned from incidents such as the "Bank of America" robberies in Los Angeles only prove the need to match the firepower that the bad guy possesses.

We as police officers are now on the frontline of the new war we face today. Every day we must prepare ourselves to not only face the day-to-day risks law enforcement has always faced, but we must prepare to face the unknown; we are referring to TERRORIST threats and actual attacks.

The act of terrorism is defined independent of the cause that motivates it. People and groups employ terrorist violence in the name of many causes. The tendency to label as terrorism any violent act of which we do not approve is erroneous. Terrorism is a specific kind of violence.

We as police officers must realize that terrorism is neither spontaneous nor random. Terrorism is intended to produce fear, and that fear is engendered in someone other than the victim. What I mean to say is that the act of terrorism is intended for an audience. The fact that people die or are injured is usually a benefit for the person or persons responsible.

The men and woman of the Middleton Police Department once again spent time at the range fine tuning their skills and conducting annual qualifications in firearms training. Each member of the Middleton Police Department was issued a new triple retention holster; this was made possible with funds from an anonymous donor.

In the past police officers were not taught multiple advisory (rapid firing) shootings. This year I instructed the officers in a program that will assist them in the event of multiple advisory confrontations. The Training Council has given instructors a bit more leeway at the on-range portion of the qualifications. The Council requires all courses shot to be documented and submitted with the officer's final qualification score of 80% or better.

Once again the officers had to demonstrate safe weapon handling, familiarity with the weapon and ability to disassemble, clean, inspect and reassemble the pistol. During the range portion our police officers had to also be trained and certified with the department shotguns. I'm proud to report that all the members of the Middleton Police Department successfully completed the range portion of the program. Every officer scored 80% or better. All officers, **KEEP UP THE GOOD WORK.**

Again, this year, the Middleton Police Department would like to thank the Danvers Fish and Game Club for their cooperation and support in assisting us in range time qualifications and those range masters who volunteered their time to assist us at the range.

The Middleton Police Department will be looking into the new and modern technology in the field of Firearms training and Officers survival. One way in the right direction will be with our updated ballistic vests.

In December of 2002 we applied for and were granted a Local Law Enforcement Public Safety Equipment Grant from the Executive Office of Public Safety, This grant enabled us to purchase over \$20,000.00 in equipment to assist us in combating Terrorism.

Some of these funds will be used to purchase Patrol Rifles; Our Goal is to train and have available to our officers the firepower needed to be better equipped or at least compatible to the perpetrators.

We used some of these funds to outfit each patrol car with two sets of Biohazard chemical resistant clothing and gas masks. Officers now have some protection for themselves if the need arises.

The Chief has sent me to school once again this past year to learn about current threats to our society, such as "Weapons of Mass Destruction", and Critical Incident Command School. The chief has also sent me to become certified Police Hostage Negotiator. This training was conducted by the F.B.I. and consisted of a one week intense hands on training course.

We as police officers have to worry not only about the criminal with a gun or knife, but as we see all too often in this country on television or in the newspaper people committing heinous crimes to innocent people in small towns not unlike Middleton.

Last year school violence was the buzzword; however in the wake of the sniper shootings in the Virginia area we must now switch gears to better train our officers in these types of situations. This incident spanned numerous counties and states and created panic and chaos throughout that region. It is up to us as police and parents to educate and be aware of any of the warning signs before this happens again.

HOME STORAGE OF FIREARMS

Family Considerations:

If you have a family, your responsibility does not end with the proper storage of firearms. It is necessary to educate family members regarding the responsibility of having firearms in the house and the safety considerations involved. In this case, education should attempt to place the proper perspective for your spouse and children. The two extremes to be avoided are:

1. Do not make the firearm into a "Forbidden Fruit".
2. Do not treat it so lightly that a child will consider it a toy to play with.

The family should understand that it is a firearm with no innate quality of good or evil.

Depending on how it is used it can be used to defend life or take it.

Children over the age of four should be helped to understand that the real firearm is unlike the guns used to shoot each other in the cartoon. Cartoons don't get hurt or die. When real people are shot with real guns they are seriously injured or killed.

If your child has experienced death through the loss of a relative or pet, you might use this as an example. This may be traumatic to the child and you. However, this is a small price to pay for the desired result- SAFETY.

Experiences suggest that if one looks ahead and takes the time to plan for the unexpected; if the family members are educated about firearms and the home safety rules are agreed upon, then a moment of carelessness may not result in tragedy.

As a side note I would like to take this time to inform those who do not know about the Massachusetts Gun Control Act of 1998. The new law has significantly changed the requirements regarding the purchase, possession, carrying and storage and

licensing of firearms. This law also increases the criminal penalties for unlawful possession and use of firearms.

- Effective June 1, 1998, all new firearm license applicants must complete a certified firearms safety or hunters education course.
- Effective October 21, 1998, all firearms MUST be stored in a locked container or be equipped with an approved locking device.
- Effective October 21, 1998, the law imposes a ban on covert guns, guns (junk guns) and certain assault weapons.
- Effective October 21, 1998, the law established a new category of large capacity weapons and feeding devices.

A weapon is large capacity if it is:

A semiautomatic handgun or rifle that is capable of accepting a feeding device that holds more than 10 rounds, or more than 5 shotgun shells (in the case of a shotgun).

Anyone with questions, please feel free to contact me at the Police Station or visit our web site.

CHILD SAFE PROJECT

The Middleton Police Department in conjunction with PROJECT CHILD SAFE is pleased to introduce the residents of Middleton to this worthwhile program. Project Childsafe (PCF), formally known as Project HomeSafe, is dedicated to educating firearms owners on proper handling and storage techniques. Designed to make homes with firearms safer and prevent needless accidents, PCS is funded by a grant from the United States Department of Justice and managed by the National Shooting Sports Foundation.

The Middleton Police Department will supply any gun owner a safety locking device for your firearms at NO CHARGE.

Please contact me at the Middleton Police Department from 8AM-4PM for more information.

O.C. INSTRUCTOR

Oleo Resin Capsicum (O.C. Instructor)

Each member of the Middleton Police Department was again certified in the use and effects of Oleo Resin Capsicum.

O.C. is classified as an inflammatory agent, and is used as a tool by the police for the protection of both the public and the officer. Each officer must pass a test and receive training as to the effects and treatment of the O.C. Spray.

Each member of the Middleton Police Department has at one time or another been exposed to the spray during training and has been responsible for decontaminating and treatment to themselves or another officer. The theory behind each officer being sprayed during training is to give validity and hands on experience if needed to testify to its effects when using it on an unwilling subject.

BATON INSTRUCTOR

This year Officer Robert T. Peachey Jr. and I were trained and became Instructors in the use of the Expandable Baton; these will be yet another new tool that will be introduced to the Middleton Police Force to be utilized in conjunction with our other tools needed to protect the public and the lives of our officers.

Each member of the Middleton Police Department has been successfully trained and certified in the use of the expandable patrol baton.

CITIZEN POLICE ACADEMY DIRECTOR

The Middleton Police Department would like to take this opportunity to thank all the past alumni who were involved in the five years of the Citizen Police academy, It has been my pleasure to work with so many citizens who have come and learned about what we do and why we do it.

The Citizen Police Academy is a program where we invite residents 18 years or older from the community to participate in an eight-week course to introduce what the police department in Middleton is all about.

Our goal is to educate the class on some of the aspects of the job, such as criminal law, motor vehicle law, domestic abuse, juvenile justice, general officer safety, drunken driving etc.

The feedback that I have received about the course has far exceeded our expectations. We have been able to add and tweak the program from suggestions we receive from the alumni.

The Seventh Annual Citizen Police Academy course was postponed this year but we will be looking forward to scheduling another course in the very near future.

Respectfully submitted,
James A. DiGianvittorio, Sergeant

SAFETY OFFICER Robert Currier

The Middleton Police Department continues to promote safety programs in the community. As part of a grant program we have increased police presence in high traffic areas in order to increase safety awareness as the volume of traffic in our community increases. This effort includes public education, extra patrols, and violations written as necessary.

We have expanded our safety programs to the two local churches. We are speaking to Sunday school age children regarding safety issues consistent with our efforts at public schools.

We have placed speed control signals in key areas that display current speed levels to passing vehicles. These signals serve to provide public awareness regarding issues related to excess speed.

One of our priorities this year was seat belt usage. Our participation in the America Buckles Up Children campaign coupled with seat belt education at the K-6 level has increased usage in our community considerably. Along these lines the department offers child safety seat installation on a request basis free of charge.





POLICE LINE - DO NOT CROSS

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Middleton Police Department

Annual Report

Department Roster

The following is the report and activity statistics of the Middleton Police Department from July 1, 2003 to June 30, 2004.

Paul F. Armitage, Chief of Police
James A. DiGianvittorio, Sergeant/Executive Officer
John E. Jones, Sergeant
Ronald S. Carpenter, Sergeant
James J. DeCosta, Patrol Officer
Robert A. Currier, Patrol Officer
Gayle F. Haley, Patrol Officer
Robert T. Peachey, Jr., Patrol Officer
Thomas M. McParland, Patrol Officer
David E. Arathuzik, Patrol Officer
Brian J. Kelley, Patrol Officer

Reserve Officers

James W. Kelley, Patrol Officer
Leonard J. Ferreira, Patrol Officer
William J. Corey, Patrol Officer
Richard A. Mendes, Patrol Officer
Charles R. Costigan, Patrol Officer
Raymond L. Saulnier, Patrol Officer
James A. LeDuc, Patrol Officer
John S. Griffith, Patrol Officer
Gary K. Lacey, Patrol Officer
James D. Bernhard, Patrol Officer
Richard Cardinale, Patrol Officer
Dale Jenkins, Patrol Officer
Matthew Armitage, Patrol Officer
Wade Maribito, Patrol Officer
Michael LeColst, Patrol Officer

Clerk/Dispatchers

Nancy McParland
Kris Stickney

Custodian

Manuel Correia

Special Assignments

Sergeant DiGianvittorio

1. Scheduling Officer
2. Firearms Instructor
3. Accreditation Officer
4. Court Activity Supervisor
5. Firearms Licensing Officer
6. Field Training Officer

Officer Haley

1. Domestic Violence Officer
2. Training Officer
3. Drug Officer
4. Accreditation Officer
5. Field Training Officer

Sergeant Jones

1. Juvenile Officer
2. Internal Affairs Officer
3. Field Training Officer

Officer Arathuzik

1. CJIS Computer Officer

Sergeant Carpenter

1. Facilities Manager
2. Fleet Supervisor
3. Bicycle Patrol Officer
4. Assistant Drug Officer

Officer Costigan

1. Computer Consultant

Officer Saulnier

1. Department Mechanic

Officer DeCosta

1. Court Officer

Officer Currier

1. Safety Officer
2. CJIS Computer Officer

Officer Peachey

1. Bicycle Patrol Officer
2. Photographer/Fingerprint Officer

IN MEMORIAM

We remember the following members of the Middleton Police Department and their years of service:

<i>Sergeant Lloyd Getchell</i>	<i>1946 - 1967</i>
<i>Chief James Wentworth</i>	<i>1947 - 1971</i>
<i>Officer Paul Peters</i>	<i>1970 - 1983</i>
<i>Sergeant Edward Couture</i>	<i>1974 - 1997</i>
<i>Chief Edward Richardson</i>	<i>1962 - 1988</i>
<i>Sergeant Louis Fedullo</i>	<i>1970 - 1995</i>
<i>Officer Henry Bouchard</i>	<i>1968 - 1997</i>

May They Rest In Peace

Police Incidents

July 1, 2003 to June 30, 2004

911 Calls	130
Abandoned Motor Vehicle	13
A&B With Weapon	1
Alarms – Business/Residential	662
Animal Complaint	76
Annoying Calls	11
Assault	25
Assist Agency	194
Assist Others	177
Attempt to Serve Process	7
Attempted Breaking and Entering	6
Attempted Larceny	2
B&E – Building	6
B&E – Dwelling	11
B&E – Motor Vehicle	13
Bomb Threat	1
Building Check	3
Bus Passed	1
Car Fire	1
Check Well Being	60
Child Abuse	1
Child Safety Seat Installation	58
Citizen Complaint	68
Civil Matter	11
Class A Drug Possession	1
Class D Drug Possession	3
Community Policing	3
Confidential Report	7
Confiscate Weapon	1
Damaged Property	29
Death	4
Delegated Patrol	707
Deliver Summons	3
Detective Investigation	4
Disorderly/Dispute	20
Dispute	42
Disturbed Person	4
Disturbing the Peace	8
Domestic, Domestic Abuse	40
Dumping Illegally	9
Erratic Operation	109
False Alarm	4
Family Offense	2
Fire Alarm	170
Forgery/Counterfeit	2
Fraud/Bad Check	6
Gas Line Break	1
General Service	385
Harassment	27
Injury on Duty	6
Intoxicated Person	3
Juvenile Offense	4
Larceny from Motor Vehicle	5
Larceny/Theft	105
Littering	1
Loitering	3
Lost Item	23
Malicious Destruction	37
Medical Aid	302

Messenger/Mail Delivery	27
Miscellaneous Incidents	33
Mischievous Activity	5
Missing Person	19
Motor Vehicle Complaint	69
Motor Vehicle Crash – Bicycle	1
Motor Vehicle Crash – Fatal	1
Motor Vehicle Crash – Hit & Run	22
Motor Vehicle Crash – No Personal Injuries	212
Motor Vehicle Crash – Personal Injuries	48
Motor Vehicle - Disabled	140
Motor Vehicle Stop	97
Motor Vehicle - Theft	6
Noise Complaint	44
Notification	18
Obscene Calls	1
Parking Complaint /Violation	12
Pickpocketing	1
Possession of Burglarious Tools	1
Private Investigator	2
Property Found	43
Property Missing	13
Public Service	5
Purse Snatching	1
Radar	8
Rape	4
Receiving Stolen Property	1
Recovered Stolen Property	2
Recovered Motor Vehicle	8
Repossession	5
Request Officer	12
Road Obstruction	66
Road Rage	7
Runaway	17
Selective Enforcement	332
Service 209A	10
Service Request	32
Service Summons	1
Sex Offense	1
Shoplifting	9
Solicitors	43
Stolen Property	15
Suicide or Attempt	2
Suspend F.I.D.Card	4
Suspend License to Carry	1
Suspicious Motor Vehicle/Persons/Activity	355
Towed Motor Vehicle	9
Threat	24
Traffic Obstruction	6
Trespassing	6
Unfounded Call	10
Unwanted Guest	19
Vandalism	23
Violation 209A	7

TOTAL POLICE INCIDENTS	5478
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ARREST OFFENSE TOTALS

A&B By Dangerous Weapon	2
A&B On A Police Officer	1

Assault with A Dangerous Weapon	1
Assault	3
Attempt to Commit A Crime	1
B&E Night-Building-Intent to Commit A Felony	5
Bomb Scare	1
Carrying a Dangerous Weapon	1
Commission of A Felony While Armed With A Gun	1
Communicating False Bomb Report	1
Defective Equipment	3
Disorderly Person	2
Domestic A&B	15
Domestic A&B/Resisting Arrest	1
Drinking Alcohol from Open Container While Operating A Motor Vehicle	1
Expired Inspection Sticker	4
Failure to Have Motor Vehicle Inspected	2
Failure to Report Address Change to Registry	2
Failure to Stay Within Marked Lanes	7
Failure to Stop For Red Light	2
Failure to Yield at an Intersection	1
Failure to Yield/State Highway	2
Giving False Information to A Police Officer	1
Illegal Possession of A Class A Substance	2
Illegal Possession of A Class B Substance	4
Illegal Possession of A Class D Substance	7
Intimidation of a Witness	1
Juvenile Runaway	2
Larceny of Property, Over \$250	1
Malicious Destruction of Property, Over \$250	8
Motor Vehicle Leaving Scene after Property Damage Acct.	3
Obtaining Goods with A False Credit Card Over \$250	1
Operating a Motor Vehicle after Revocation of License For Drunk Driving	2
Operating A Motor Vehicle after Revocation of License	3
Operating A Motor Vehicle after Suspension of License	14
Operating A Motor Vehicle without Inspection Sticker	1
Operating A Motor Vehicle without License in Possession	2
Operating an Uninsured Motor Vehicle	3
Operating an Unregistered Motor Vehicle	1
Operating Motor Vehicle after Suspension Subsequent Offense	1
Operating Motor Vehicle Negligently So As To Endanger	3
Operating Motor Vehicle under the Influence of Drugs	2
Operating Motor Vehicle under the Influence of Liquor	7
Operating Motor Vehicle under the Influence of Liquor, 2 nd Offense	3
Possession of Burglarious Tools	8
Possession of Class C Substance	1
Possession of Class D Substance with Intent to Distribute	3
Possession of Class D Substance	1
Possession of Drug Paraphernalia	3
Possession of Hypodermic Syringe, Needle, Etc.	4
Possession with Intent to Distribute 1000' from School	2
Receiving Stolen Credit Cards	1
Receiving Stolen Property, Over \$250	7
Resisting Arrest	3
Revoked Registration	3
Runaway	2
Seat Belt Violation	5
Shoplifting	1
Speeding	7
Threatening To Commit A Crime	2
Trespassing (Land, Dwelling, House, etc.)	2

Unauthorized Use of A Motor Vehicle	2
Unlicensed Operation of A Motor Vehicle	17
Violation of Protective Order	2
Writ of Apprehension	2
Delivery of Articles to Inmate	2

There were 148 Arrests and 27 Protective Custodies which included the above 221 incidents.

Motor Vehicle Citations July 1, 2003 to June 30, 2004

Alcohol/Possession	1
Attaching Plates	12
Blue Light Violation	2
Care Changing Lanes	6
Defective Equipment	137
Driving to Endanger	9
Exhaust	3
Failure to Obey	6
Failure to Slow	1
Failure to Stop for a Police Officer	4
Failure to Stop for Pedestrian in a Crosswalk	2
Failure to Use Care	21
Failure to Yield to an Emergency Vehicle	3
False Name	2
Forged Registration	2
Harsh Noise	2
Hit & Run Property Damage Accident	6
Impeded Operation	6
Improper	11
Inspection Sticker Violations	329
Junior License Hours	3
Left Turn	6
License plate Sticker	3
License Restriction	1
Marked Lanes Violation	61
Name Change	6
No License in Possession	53
No Registration in Possession	24
Obstructed View	1
Operating After Revocation for Drunk Driving	1
Operating After Revocation	21
Operating After Revocation, 2 nd Offense	1
Operating After Suspension	33
Operating After Suspension, 2 nd Offense	4
Operating Under the Influence of Liquor	11
Operating Without A License Plate	12
Operating Without A License	33
Passing Violation	18
Possession of Class C Drug	1
Possession of Class D Drug	6
Possession of Drug Paraphernalia	1
Receiving	1
Red Light Violation	255
Revoked Registration	10
Right of Way	2
School Bus	18
Seat Belt Violation	272
Signals	4
Speeding	565
Stop Sign Violation	41

Throwing Trash from a Motor Vehicle	2
Trespassing/Loitering	1
Two Abreast	3
Unauthorized Use of a Motor Vehicle	1
Uncovered Load	5
Uninsured Motor Vehicle	22
Unregistered Motor Vehicle	69
Use Right Lane	1
Yellow Light Violation	7

The preceding statistics represent 2,147 charges for which 1,567 violations were issued.

Warnings	489
Civil Violations	924
Complaint Applications	86
Arrests	53
Void	15

ACCIDENT TOTALS BY LOCATION

Bellevue Ave	1	Park Ave	1
Bixby Ave	1	Peabody Street	3
Boston Street	20	River Street	13
Central Street	3	Rundlett Way	1
East Street	16	School Street	3
Elm Street	1	South Main Street	96
Essex Street	4	Useador Street	1
Forest Street	2	Village Road	8
Fuller Pond Road	1	Washington Street	1
Gregory Street	2		
Hilldale Ave	2	Parking Lots	26
Kenney Road	1		
Lake Street	1		
Liberty Street	6		
Locust Street	2		
Logbridge Road	1	Total Accidents	315
Manning Ave	2		
Maple Street	40		
Maytum Way	1		
Memorial Drive	1		
Mill Street	1		
Natsue Way	1		
North Liberty Street	1		
North Main Street	51		

Chief's Report

BOSS

Fiscal year 2004 was yet another busy year for me and for your police department. If you have the time and the interest, please see our web site at www.middletonpolice.com to compare our incidents, arrests, motor vehicle crashes and citations from this year to those of the previous five years.

At our annual town meeting this past year I asked the voters to consider accepting Chapter 40, Section 8G of the Massachusetts General Laws entitled "Agreements for Mutual Police Aid Programs." I was pleased that the article passed and we now have the opportunity to exchange officers for details and mutual aid with our neighbors in Danvers, Boxford, Hamilton, Ipswich, Topsfield and Wenham. More importantly, the Memorandum of Understanding between the above mentioned communities clearly defines the coverage, authority, command and control, cost and expenses, indemnification and insurance liability shared by the members of the pact.

As in previous years, I also attended monthly and annual meetings of the Massachusetts Chiefs of Police Association and the International Association of Chiefs of Police. These "meetings of the minds" are a constant valuable resource upon which I draw. I continued my quest for increased knowledge so as to properly lead your police department through these times of worldwide turmoil and financial difficulty. Training topics for these courses and seminars include: *Closing the Accountability Gap, Drug Trafficking and its Nexus to Terrorism, Labor Relations, Racial Profiling, Rear-end Cruiser Crashes & Fires, Traumas of Law Enforcement, Why Law Enforcement Managers Fail to Make an Impact.*

Our officers also spent hundreds of hours developing new skills and sharpening old ones. In addition to In-service Training held at the Massachusetts Criminal Justice Training Academy in Reading, officers were certified twice during the year in the use of their firearms. They also attended training on Advanced Driver Training, Advanced Supervision Skills, All Terrain Vehicle Operation, Anti-Terrorism, Computer Crimes, Computer Forensic Training, Crisis Negotiations, Domestic Violence Update, Drunk Driving Law Legislative Changes, Heroin and Prescription Drugs, Internet Safety, Investigative Techniques, Latent Finger Print Recovery, Pamet Computer Training, Stalking Investigations, Standardized Field Sobriety Training, and Suicide Prevention.

I also made my annual trek to Washington DC in May, during National Police Week. I am grateful for your understanding, as the work I do there with children who have lost a law enforcement parent due to a line of duty death, is critically important. I thank you on behalf of those children.

In October our department collaborated with the Fire Department and the Essex County Sheriff's Department in a search for a missing person. This search culminated two month's of investigations by the Middleton Police Department. An individual had been living in the wooded areas of Middleton and Danvers for the past few years. It was brought to our attention this past summer that he had not been seen in some time. Sergeant DiGi and Officer Currier launched an investigation which produced negative results. Sgt. DiGi stayed in contact with the missing person's family throughout the

summer, and in late August, he and Officers Currier, McParland, Cardinale, and Maribito of the police department, along with officers with search dogs from the sheriff's department, and the Massachusetts State Police Air Wing, conducted yet another search of the area which again produced negative results. Continuing his involvement with the family of the missing man, Sgt. DiGi agreed to launch yet an additional search using public safety personnel and volunteers provided by the family.

Prior to the date of the search, Sgt. DiGi coordinated with Middleton Town Counsel regarding liability issues, arranged for transportation for one hundred searchers, and made arrangements with Chief David Leary and Sheriff Frank Cousins for the public safety personnel necessary to insure the safety of the volunteers.

On October 26, 2003, Sgt. DiGi, along with Officers Haley, McParland, B. Kelley, and Costigan of the Middleton Police Department prepared to search the North Liberty Street woods with the help of one hundred volunteers. Assisting in the search were Chief Leary, Lt. Martinuk and Firefighters Joyce and Hathaway of the Middleton Fire Department. Sheriff Cousins also sent officers to assist in the manhunt. The volunteers parked their cars at Angelica's Restaurant and were transported to North Liberty Street by bus, courtesy of Laidlaw Bus Company in North Andover.

The bottom line is that after several hours of searching, the body of the missing person was located. Although the passing of this individual is tragic, this final search was launched as a recovery, not a rescue, and thus the discovery was not unanticipated.

The efforts of all of the searchers; police, fire, deputy sheriffs, and volunteers, are very much appreciated. Without their willingness to see this incident through to the end, the family of the deceased would not have had the closure that they now experience.

On December 10, 2003, Richardson's Dairy received a visit from the Premier of China, Wen Jiabao, along with other Chinese dignitaries and members of the Chinese media. We spent many weeks in preparation for this visit. Although all were not visible during the visit, there were in excess of one hundred officers participating in the security operation that afternoon. In addition to the United States Secret Service personnel, I extend my thanks to Major Charles Noyes, Troop A Commander of the Massachusetts State Police who, in addition to several troopers, provided us with a command post and with day to day intelligence about the upcoming visit. Sheriff Frank Cousins also was of great assistance to us. In addition to his personnel, the Sheriff also sent fourteen canine patrols which were instrumental in providing security to the perimeter of our control area. The Sheriff's Head of Security was available to assist us and his expertise was much appreciated. Hamilton Police Chief Walter Cullen provided us with two officers, a command post, and sixty-five portable radios as well as a mobile repeater. The portables were available due to a grant received by the Essex County Chiefs of Police a number of years ago.

The day was not completely uneventful, but thanks to the efforts of everyone involved and thanks also to the merchants in the area, it was a success. We accomplished our goal of bringing the Premier into Middleton for a safe and interesting visit. As I pointed out to the officers during briefings that day, there were no unimportant posts, and each officer there was an integral part of the team that guaranteed safe passage for the Premier.

This was also an opportunity for a large number of law enforcement officers from several organizations to work successfully together and I believe that we all learned from the experience.

I again worked with the Chief Will's Committee as we planned for the June 19th Town Festival. We were blessed this year with excellent weather and excellent attendance. It appears that this will become another great tradition along with the October Pumpkin Festival which was also a great success.

The Sheriff's Department has continued to be a good neighbor. In addition to assisting at town buildings and grounds, inmates worked with our DPW after Chief Will's day, restoring the park to its original condition. We continue to house any long-term prisoners at the Facility. This past year as a result of housing 26 prisoners there, for in excess of 500 hours, we saved the taxpayer in the area of \$17,000 in overtime costs. The Sheriff's Office continues to be a great resource for your police department and we are proud of our partnership with them. They also continue to provide us with a four-wheel drive vehicle and I expect that they will be replacing it in the coming year.

Personnel

We are operating at our full complement of ten full-time officers and fifteen part-time officers. We were down one part-time officer for a good portion of the year as Officer James LeDuc had been activated with his National Guard Military Police Unit and was serving in Iraq. We are very proud of the sacrifices Jim and his family have made and are very thankful that he has returned safely.

Please see below, in the recommendations section of my report, additional comments regarding personnel.



Grants

The search for grant money continues! This is a very important process by which I am able to manage the police department for you, while keeping the costs as low as possible. As in all areas there was a slight reduction in the monies awarded this year. We received \$7, 000 from the Governor's Highway Safety Bureau with which we were able to put additional patrols on our streets. Officers performing those patrols are particularly watchful for motor vehicle violations such as drunk driving, speeding, red light violations and non-compliance with the seat belt laws. We DO enforce those seatbelt laws. Seatbelts Save Lives! We also continued with an offer to our residents of the expertise of our two children's safety seat experts, Bob Currier and Tom McParland. If you have purchased a new seat for your infant or child, please give us a call. We would be pleased to be able to confirm for you that the seat is appropriate and installed correctly. Our Community Policing program continues albeit with less money. We did get a \$2,000 increase this year but we are still \$8,000 behind our original numbers. We were able to continue a number of programs, however, including the Citizen Police Academy, Middleton Police

Department Web Page, Police Officer Paging System, Safety Seat Installations and regular meetings on behalf of our juveniles and senior citizens. Using grant funds we were able to purchase a Datacard Photo ID System. State law requires police officers to carry photo identification and we can now produce them in-house. The system is also available to other town departments with a need for their employees to be able to show identification as they move about the community.

Equipment

Using Town Meeting appropriated funds we purchased a radio repeater for our radio network. I had it installed in the communications room at the Essex County Correctional Facility and moved our older repeater from there to a location at the police station. With the addition of this repeater and the voting receivers purchased last year, our radio network is in excellent operating condition. We will need to continue to upgrade our individual radios but the infrastructure should be in good shape for several years. We continue to be plagued with system malfunctions in the telephone lines over which we transmit to the jail repeater. As technology advances, we should be able to overcome this in future years. We also replaced our bullet proof vests, albeit, prematurely. The vest manufacturer learned of a couple of occasions when the vest failed. An investigation revealed a failure in one of the products used in the manufacturing of the vest causing police departments nationwide to replace them. Fortunately, using grant funds and a generous rebate program by the manufacturer, we were able to make the exchange at no cost to the Town of Middleton. Using funds garnered at Town Meeting we were able to replace our telephone system. Rest assured that you will continue to speak to a live person when you call the police station. The dispatcher, however, will now have the opportunity to send you to an individual officer's voice mail so that you can leave messages and be assured of their confidentiality.

Recommendations

You will find below a reprint of my recommendations from the last two years. Nothing has changed, nor has the need! For perhaps the fifth year, the voters at the annual town meeting authorized an increase in personnel. It was again defeated at the polls, this time by only a couple of votes! As long as the Board of Selectmen and Finance Committee approve my putting this proposal in front of you I will continue to do so. If it continues to be defeated it will be only a couple of years before you will need to add, and train, several officers at one time.

The police are in dire need of additional personnel. Five years in a row town meeting has approved the hiring of two additional police officers. Those officers would allow us to provide three on duty police officers from 9 AM to Midnight as opposed to the two that are presently on duty. The majority of voters at the town meeting agreed that having only two officers on duty around the clock was ludicrous. At the risk of sounding like a broken record let me repeat what I have stated before, the police station will remain closed until we have the personnel to staff it. If that is not important to Middleton residents ---- so be it! More to the point, when the two on-duty officers make an arrest, investigate an

*accident, a fight, a disturbance, a domestic occurrence, there will be **no one** available to handle calls. If a call comes in that is deemed important enough to warrant overtime, an officer will be called in from his or her home, wherever that might be. Somebody, someday, is going to get hurt or killed. If that is not important to Middleton residents ---- **THAT IS NOT ACCEPTABLE!** I will continue to bring my request for personnel to town meeting until I am successful or replaced. To do anything less, in my opinion, would be a dereliction of my duty to the citizens of Middleton. I should further point out that my requests for two additional officers, based on population figures, will soon increase to three officers. We should have fourteen fulltime officers patrolling a town the size of Middleton; including me, we have only eleven.*

Acknowledgements



My thanks, as usual, are extended first to the members of the Middleton Police Department. You do an excellent job under extremely difficult circumstances. You repeatedly put yourselves in harms way and do so without an adequate back up. Thank you! The same goes for Nancy and Kris. Very few people are aware of the stress you are under as you answer the phone, answer the radio, respond to inquiries at the front counter, perform miracles with the LEAPS computer, and stay calm. Thank you also for your obvious concerns for the officers as they work at a dangerous occupation. To the Board of Selectmen and the Finance Committee, thanks for your assistance and cooperation. I believe though, that it is time that I ask more of you. My staffing concerns are very real and I am repeatedly banging my head against a wall as I try to meet those needs. I need your assistance and brainstorming if we are to increase the staff here. I very much need your help! I enjoy the assistance, advice and comradeship of the department heads. I believe that we collectively provide many great services to the Middleton residents and it is because we work well together. Finally I want to thank the residents of the town. Please continue with your comments and suggestions. If you don't communicate with me, I won't know what areas of our operation need improvement. Equally important is for you to let me know when we've done well, so that we can continue in that direction. Although the cliché is old, it continues to be true. We are here to ***Protect and Serve!***



FIREARMS INSTRUCTOR

As Firearms Instructor for the Middleton Police Department I attended a Firearms Instructor Recertification Program, which was given by the Massachusetts Criminal Justice Training Council. This year a new program was instituted by the Council which puts more emphasis on actual shooting scenarios rather than just trying to put holes in a piece of paper. The Council has given instructors numerous courses to train with. The program I chose is a combination of combat shooting as well as real life confrontations. The goal is to make tactical shooters, rather than a target shooter.

As we move into the year 2005, the threats that police officers encounter are constantly changing. What we perceived as major crimes today may not be tomorrow. Crimes that are in the news daily have changed considerably since September 11, 2001. We now have to be aware of bio-chemical crimes, along with acts of terrorism.

Last year the Middleton Police Department in conjunction with the Massachusetts Criminal Justice Training Council sponsored a Patrol Rifle Instructor Course at the police department. Police Firearms Instructor from around the state came and were trained in the basic fundamentals of the PATROL RIFLE. Each instructor returned to their respective police agencies and added this training into their own programs.

Middleton Police officers were trained and qualified with the .223 patrol rifle; this new tool will help officers in the fight against crime. Lessons learned from incidents such as the "Bank of America" robberies in Los Angeles only prove the need to match the firepower that the bad guy possesses.

Police Officers are now on the frontline of the new war we face today. Every day we must prepare ourselves to not only face the day-to-day risks law enforcement has always faced, but we must prepare to face the unknown; we are referring to TERRORIST threats and actual attacks.

The act of terrorism is defined independent of the cause that motivates it. People and groups employ terrorist violence in the name of many causes. The tendency to label as terrorism any violent act of which we do not approve is erroneous. Terrorism is a specific kind of violence.

We as police officers must realize that terrorism is neither spontaneous nor random. Terrorism is intended to produce fear, and that fear is engendered in someone other than the victim. What I mean to say is that the act of terrorism is intended for an audience. The fact that people die or are injured is usually a benefit for the person or persons responsible.

The officers of the Middleton Police Department once again spent time at the range fine tuning their skills and conducting annual qualifications in firearms training. Last year

each member of the Middleton Police Department was issued a new triple retention holster; this was made possible with funds from an anonymous donor.

In the past police officers were not taught multiple advisory (rapid firing) shootings. This year I instructed the officers in a program that will assist them in the event of multiple advisory confrontations. We placed a lot of emphasis on clearing malfunctions this year. Each officer had to manually clear malfunctions from their weapons and then make the weapon operable again and continue to fire. The Training Council has given instructors a bit more leeway at the range portion of the qualifications. The Council requires all courses shot to be documented and submitted with the officer's final qualification score of 80% or better. Once again the officers had to demonstrate safe weapon handling, familiarity with the weapon and ability to disassemble, clean, inspect and reassemble the pistol. During the range portion our police officers had to also be trained and certified with the department shotguns and patrol rifles. I'm proud to report that all the members of the Middleton Police Department successfully completed the range portion of the program. Every officer scored 80% or better. All officers, **KEEP UP THE GOOD WORK.**

Again, this year, the Middleton Police Department would like to thank the Danvers Fish and Game Club for their cooperation and support in assisting us in range time qualifications and those range masters who volunteered their time to assist us at the range.

The Middleton Police Department will be looking into the new and modern technology in the field of Firearms training and Officer Survival. One step in the right direction will be with our updated ballistic vests.

In December of 2002 we applied for and were granted a Local Law Enforcement Public Safety Equipment Grant from the Executive Office of Public Safety, This grant enabled us to purchase over \$20,000.00 in equipment to assist us in combating terrorism. Some of these funds will be used to purchase Patrol Rifles; our goal is to train and have available to our officers the firepower needed to be better equipped or at least comparable to the perpetrators. We used some of these funds to outfit each patrol car with two sets of biohazard chemical resistant clothing and gas masks. Officers now have some protection for themselves if the need arises.

The Chief has sent me to school once again this past year to learn about current threats to our society, such as "Weapons of Mass Destruction". I also attended a Critical Incident Command School and became certified as a Police Hostage Negotiator. This training was conducted by the F.B.I. and consisted of a one week intense hands on training course.

Police officers have to worry not only about the criminal with a gun or knife, but as we see all too often in this country on television or in the newspaper, people committing heinous crimes to innocent people in small towns not unlike Middleton.

Last year school violence was the buzzword; however in the wake of the sniper shootings in the Virginia area we must now switch gears to better train our officers in these types of situations. This incident spanned numerous counties and states and created panic and chaos throughout that region. It is up to us as police and parents to educate and be aware of any of the warning signs before this happens again.

HOME STORAGE OF FIREARMS

Family Considerations:

If you have a family, your responsibility does not end with the proper storage of firearms. It is necessary to educate family members regarding the responsibility of having firearms in the house and the safety considerations involved. In this case, education should attempt to place the proper perspective for your spouse and children. The two extremes to be avoided are:

Do not make the firearm into a "Forbidden Fruit".

Do not treat it so lightly that a child will consider it a toy to play with.

The family should understand that it is a firearm with no innate quality of good or evil. Depending on how it is used it can be used to defend life or take it.

Children over the age of four should be helped to understand that the real firearm is unlike the guns used to shoot each other in the cartoon. Cartoons don't get hurt or die. When real people are shot with real guns they are seriously injured or killed.

If your child has experienced death through the loss of a relative or pet, you might use this as an example. This may be traumatic to the child and you. However, this is a small price to pay for the desired result- SAFETY.

Experiences suggest that if one looks ahead and takes the time to plan for the unexpected; if the family members are educated about firearms and the home safety rules are agreed upon, then a moment of carelessness may not result in tragedy.

As a side note I would like to take this time to inform those who do not know about the Massachusetts Gun Control Act of 1998. The new law has significantly changed the requirements regarding the purchase, possession, carrying and storage and licensing of firearms. This law also increases the criminal penalties for unlawful possession and use of firearms.

Effective June 1, 1998, all new firearm license applicants must complete a certified firearms safety or hunters education course.

Effective October 21, 1998, all firearms **MUST** be stored in a locked container or be equipped with an approved locking device.

Effective October 21, 1998, the law imposes a ban on covert guns, unreliable guns (junk guns) and certain assault weapons.

Effective October 21, 1998, the law established a new category of large capacity weapons and feeding devices.

A weapon is large capacity if it is:

A semiautomatic handgun or rifle that is capable of accepting a feeding device that holds more than 10 rounds, or more than 5 shotgun shells (in the case of a shotgun).

Anyone with questions feel free to contact me at the Police Station or visit our web site.

CHILD SAFE PROJECT

The Middleton Police Department in conjunction with PROJECT CHILD SAFE is pleased to introduce the residents of Middleton to this worthwhile program.

Project Child Safe (PCF), formally known as Project Home Safe, is dedicated to educating firearms owners on proper handling and storage techniques. Designed to make homes with firearms safer and prevent needless accidents, PCS is funded by a grant from the United States Department of Justice and managed by the National Shooting Sports Foundation.

The Middleton Police Department will supply any gun owner a safety locking device for your firearms at NO CHARGE.

Please contact me at the Middleton Police Department from 8AM-4PM for more information.

New Firearms Licensing

The town of Middleton has received a new computer system from the Criminal History Systems Board known as the MIRCS System, This system enables us to issue the new style Class A, B, C, D permits in a credit card form. The Firearms laws in this state have changed considerably over recent years, This years change was a rate increase from the \$25.00 dollar fee to \$100.00 dollars, although the permits are now in effect for 6 years rather than the four years as in the past.

Any questions about firearm permits please contact me at the Middleton Police Station between the hours of 8AM-4PM or send me E-mail at sgt@middletonpolice.com.

OCAT INSTRUCTOR

Oleo Resin Capsicum (O.C. Instructor)

Each member of the Middleton Police Department was again certified in the use and effects of Oleo Resin Capsicum.

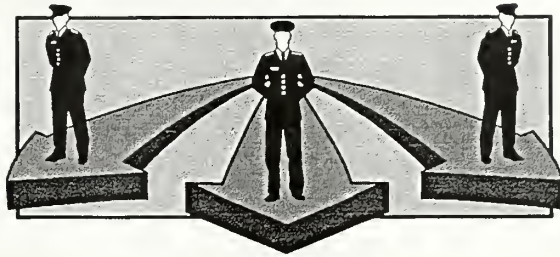
O.C. is classified as an inflammatory agent, and is used as a tool by the police for the protection of both the public and the officer. Each officer must pass a test and receive training as to the effects and treatment of the O.C. Spray.

Each member of the Middleton Police Department has at one time or another been exposed to the spray during training and has been responsible for decontaminating and treatment to themselves or another officer. The theory behind each officer being sprayed during training is to give validity and hands on experience if needed to testify to its effects when using it on an unwilling subject.

BATON INSTRUCTOR

Last year Officer Robert T. Peachey Jr. and I were trained and became instructors in the use of the Expandable Baton; this was yet another new tool that was introduced to the

Middleton Police Force to be utilized in conjunction with our other tools needed to protect the public and the lives of our officers.
Each member of the Middleton Police Department has been successfully trained and certified in the use of the expandable patrol baton.



CITIZEN POLICE ACADEMY

The Middleton Police Department would like to take this opportunity to thank all the past alumni who were involved in the seven years of the Citizen Police academy, It has been my pleasure to work with so many citizens who have come and learned about what we do and why we do it. The Citizen Police Academy is a program where we invite residents 18 years or older from the community to participate in an eight-week course to introduce what the police department in Middleton is all about. Our goal is to educate the class on some of the aspects of the job, such as criminal law, motor vehicle law, domestic abuse, juvenile justice, general officer safety, drunken driving, etc. The feedback that I have received about the course has far exceeded our expectations. We have been able to add and tweak the program from suggestions we receive from the alumni. As of the date of publication of this report the State has yet to fund the Community Policing Grants this year, hopefully will be receiving funds this year to keep this worthwhile program going.



NEW TECHNOLOGY

This year the Executive Office of Public Safety has come up with new standards:
“Law Enforcement Training in the use of Electronic Weapons”

The new buzzword in technology this year is electronic weapons or devices. I have been to training and demonstrations of this new technology and this is something that we will watch closely in the future to see if this will be suitable for our needs.

Respectfully submitted,
James A. DiGianvittorio, Sergeant

Town of Middleton
Animal Control Officer
Fiscal 2003 and 2004 Annual Report

I would like to thank the “Strays in Need”, a non- profit organization which assists Middleton to place stray animals for adoption. They rely on fundraising and donations to help pay for boarding the animals for the ten-day holding period.

The Animal Control Office plays an important role in public safety and can answer questions such as how to avoid being attacked by a dog; disease danger for people and pets; and how to find your lost pet. Please feel to call me for any questions you may need answered.

The state is hoping to have all cities and towns hold annual Rabies Clinics in April instead of May. The Town will advertise in newspapers and on Cable TV the date and other information related as to when the Rabies Clinic will be held. Please check your pet’s rabies certificate and make sure your pet receives his vaccination before the certificate expires.

Sincerely,

Betty Heckman
Animal Control Officer

INSPECTOR OF BUILDINGS

During the past two years, a total of 130 new dwellings units have been added to the housing stock in Middleton. Three developments for persons over 55 account for more than half of the new units. Over 55 developments are very popular and all units in Masi Meadow, Cobblestone Park and Pondview Estates are sold out.

Commercial construction has increased somewhat in the past two years. Two new industrial buildings at the North Andover/Middleton Town line have accounted for much of the increased value.

Building permits accounted for construction work in excess of 43 million dollars. The department collected \$457,012 in fees and conducted a total of 3,588 inspections.

I wish to thank all staff members for their assistance and support during the past two years.

Respectfully submitted,

Robert M Aldenberg
Interim Inspector of Buildings & Zoning Officer

David Vines
Inspector of Buildings & Zoning Officer, Resigned

Staff Members:

Robert M. Aldenberg, Local Inspector
William Cashman, Local Inspector
James Carbone, Electrical Inspector
William Smith, Plumbing/Gas Inspector
Kathy Gray, Secretary

RESIDENTIAL PERMITS ISSUED FY03 & FY04

60	New Dwellings	\$	13,479,582
70	Multi-Family Dwellings	\$	13,130,967
78	Additions	\$	5,462,474
118	Renovations/Alterations	\$	1,513,397
33	Accessory Buildings	\$	592,609
44	Swimming Pools	\$	651,596
12	Solid Fuel Stoves	\$	12,500
11	Demolition	\$	105,325
20	Miscellaneous	\$	153,250
20	Deck/Porches	\$	146,536
37	Roofing/Siding/Windows	\$	230,023

COMMERCIAL PERMITS

12	New Buildings	\$	5,885,719
21	Additions/Renovations	\$	1,365,900
24	Signs/Awnings	\$	38,960
6	Demolition	\$	10,000
14	Miscellaneous	\$	152,900
18	Temp Office Trailers	\$	500

GOVERNMENT OWNED BUILDINGS PERMITS

0	New Buildings	\$	-
2	Additions/Renovations	\$	29,792
5	Miscellaneous Bandstand	\$	87,500
605	Total Building Permits Issued		\$43,049,530

FEES COLLECTED - FY03 & FY04

605	Building Permits	\$	301,856
506	Electrical Permits	\$	70,296
231	Plumbing Permits	\$	63,551
256	Gas Permits	\$	15,054
122	Occupancy Permits	\$	2,545
1	Fines	\$	150
63	State Inspections	\$	3,560
1784	Total Permit Fees Collected		\$457,012

INSPECTIONS MADE

Building	1510
Electrical	1254
Plumbing & Gas	824
Total Trips	3588

TOWN OF MIDDLETON
DEPARTMENT OF PUBLIC WORKS
2003 ANNUAL TOWN REPORT
MISSION STATEMENT

The mission of the Town of Middleton's Department of Public Works is:

- To construct and maintain the physical infrastructure that provides for the public's health and safety.
- To protect the environment.
- To enhance the quality of life, and to ensure that Middleton continues to be a desirable place in which to live and conduct business.

The mission of the DPW will be accomplished through an equitable and cost effective delivery of the following services and products:

Activities to ensure community health and protect the environment:

- The provision of water.
- The drainage of surface water.
- The disposal of waste refuse.
- The recycling of waste.
- The composting of leaves and yard waste.
- The maintaining of all parks, cemeteries and recreation areas.

Activities to provide for the safety of pedestrians and motorists:

- The construction and maintenance of roads and sidewalks.
- The provision of street signs, traffic signals, and pavement markings.
- The sanding/deicing, plowing, and removal of snow.

To the honorable Board of Selectmen and the Citizens of the Town of Middleton, I hereby submit the following annual report of the Department of Public Works for the period covering July 1, 2002 to June 31, 2003.

The DPW roster for FY 2003 consisted of the following full-time personnel:

- Robert L. Hoffman – Superintendent
- Kenneth Gibbons – Deputy Superintendent
- Rick Gould – Water System Supervisor
- Florence Leary – Secretary
- Scott Saulnier – Working Foreman/Light Equipment Operator
- Glenn Osgood – Light Equipment Operator

- Anthony Bertino – Light Equipment Operator
- Paul Ajootian – Light Equipment Operator
- Patrick White – Light Equipment Operator
- Derek Spiro – Transfer Station/Light Equipment Operator (Hired 10-2-02)
- David Smith – Transfer Station/Light Equipment Operator (Hired 4-26-03)
- Adam Marchand – Transfer Station/Light Equipment Operator (Resigned 2-21-03)

Part-time Transfer Station employees that worked throughout the year were:

- Dennis Gould
- Don Osgood
- Jennifer Brown
- Bill Mugford

The following is a summary of work accomplished by division throughout the fiscal year:

HIGHWAY

The DPW's road resurfacing program for FY 2003 consisted of the following projects:

The total reconstruction of the entire length of Pleasant Street was completed with the reclamation of 1,275 linear feet of roadway and the installation of four inches of bituminous asphalt using over 700 tons of new pavement. This was followed up with asphalt curbing and shoulder work where needed.

The asphalt overlay of Essex Street from Ingalls Way to the North Andover town line was completed with the installation of 1,300 tons of bituminous asphalt along 6,800 linear feet of roadway.

The asphalt overlay of Boston Street from South Main Street to #184 Boston Street was accomplished this year as well using 2,300 ton of bituminous asphalt in order to pave 8,300 linear feet of roadway. The project included the replacement of over 1,400 linear feet of bituminous curb and extensive shoulder work.

The asphalt overlay of 1,300 linear feet of Locust Street near Coppermine Road with over 300 tons of bituminous asphalt was accomplished in order to repair a portion of that road and eliminate any future pothole complaints in that area.

The road crack filling program consisted of scheduled road sealing maintenance on the entire lengths of Essex Street, School Street and Wennerberg Road along with portions of Maple Street, Liberty Street, Forest Street and Natsue Way.

The patching of potholes and various road defects required the placement of 15 tons of bituminous asphalt during this year in order to make Town roads safe.

This year the Town received \$148,014.10 in Chapter 90 funds from the Commonwealth of Massachusetts much of which were used to reconstruct Pleasant Street and asphalt overlay Essex and Boston Streets. The Town's road resurfacing appropriation of \$50,000 was reduced at the 2003 Annual Town Meeting by \$35,000 in order to balance the Town's budget due to the massive state aid reductions to cities and towns in the Commonwealth.

The Town's 2.7 miles of gravel roads were graded twice during the year with materials being added where needed.

The Town's accepted road mileage now stands at 46 linear miles with a total road inventory of 52 miles. New subdivisions in the planning and construction stages will soon increase this total.

The spring season brought the usual DPW clean-up effort with a total of 754 catch basins cleaned, all paved streets swept, and the street line-painting program completed by early June.

The installation of a drainage catch basin on Gregory Street at the power line easement and replacement of 150 linear feet of drainage line by the developers of the Masi Meadow Condominium Project was completed this past year as well.

The Town's DPW installed, repaired or replaced a total of 74 traffic signs during FY 2003.

SNOW & ICE

The 2002-2003 winter season was not only severe due to the considerably high snow accumulations but this winter would measure up to be the coldest winter on record since the early 1900's. The final snowfall tally for FY 2003 amounted to a seasonal accumulation of 84.25 inches by way of 29 measurable snow precipitation events. The first snowfall event occurred on October 23, 2002 and concluded with a final snowfall on April 8, 2003 with 2.5 inches of snow. Plowing forces were called out nine times to push back precipitation during the winter season. Most of these storms were difficult storms to plow due to the heavy moisture content of the snow.

The largest storm occurred on Presidents Day, February 17, 2003 in which over 16 inches of snow accumulated in Middleton. This storm, which was declared a snow emergency by the Federal Emergency Management Agency, allowed the Town to apply for reimbursements for costs associated with the clean-up of this storm. This federal reimbursement in the amount of \$32,006.76 allowed the DPW to complete the entire winter season under budget. Throughout this harsh period, the deicing trucks were utilized many times and placed 3,120 tons and 8,300 gallons of deicing materials on Town roads to make the roads safe for residents and commuters.

CEMETERY

During the past year there were 53 internments at Oakdale Cemetery . A total of 86 new lots were sold of which 12 were single graves, 17 were double graves and 10 were four grave lot sales. Revenue collected from these lot sales amounted to \$12,095.00. DPW personnel installed 37 monument foundations, 12 flush markers and 16 veterans markers during this period. The DPW personnel also laid out 352 new lots in the “2000” section, 210 new lots in the “V” section and 70 new lots in “F” section of the Oakdale Cemetery along with four lots at the Flint Cemetery.

The DPW crews spent many hours cutting and pruning the ten acres of grounds of the Oakdale Cemetery in preparation for Memorial Day and throughout the summer in order to maintain this beautiful memorial park. The DPW also began maintaining several smaller historic burial grounds during this period.

PARKS & PLAYGROUNDS

Municipal recreation areas were addressed routinely during the year with grass cutting, tree and shrub pruning, trash removal and fertilization on a regularly scheduled basis. All baseball and soccer fields were maintained initially at the beginning of the season and thereafter with weekly grass mowing and line painting.

The large Transfer Station soccer field was completely rebuilt during the fall season as a result of funding approved at the Special Fall Town Meeting.

WATER

During the past year the Middleton Water Division performed and accomplished the following tasks:

- Installed a new fire hydrant at the end of Wennerberg Road to improve flushing of the main and alleviate recent dirty water complaints in this area.
- Repaired one twelve inch water main break on Forest Street at Currier Road.
- Repaired 4 fire hydrants and replaced 2 fire hydrants.
- Raised 4 buried water gate service boxes.

- Issued 46 permits for new water services and 3 permits for renewal of water services. This enabled the collection of \$63,450.00 in water connection fees.
- Published the Annual Consumer Confidence Report as well as a number of other reports required by the Department of Environmental Protection.
- Mailed a water conservation tip brochure to all Middleton water customers.
- Completed two rounds of testing of all backflow prevention devices in town as required by the D.E.P.'s mandated Cross-Connection Program.
- Conducted weekly water sampling throughout the Town for lead and copper analysis, bacteriological analysis, chlorine residual and pH as required by the D.E.P.
- Completed two separate hydrant-flushing programs of the entire system in October of 2002 and May of 2003.
- Continued the ongoing Gate/Valve Exercising Program.
- Performed maintenance (sanding, painting and lubricating) on all 326 of the Town's inventory of fire hydrants.

The Massachusetts Department of Environmental Protection has issued an order to complete to all towns withdrawing water from the Ipswich River Watershed Basin that those entities complete a wide array of water conservation measures. Included in this order is the lowering of the 80 gallons of water per day per capita threshold to the new 65 gallons per capita/per day threshold. Presently the average daily consumption of our residents is 79 gallons per day per person. In order to preserve the Ipswich River we must remain more conscious of our use and overuse of this precious commodity.

Subdivision construction and infrastructure improvements to the Town's water distribution system accounted for the installation of 1,930 linear feet of twelve inch water main, 1,250 linear feet of eight inch water main, 343 linear feet of six inch water main and the addition of 11 fire hydrants in the past year. The Town's distribution system inventory now contains 28.93 miles of water mains, 326 fire hydrants, and 1,309 metered connections servicing approximately 4,000 residents with an average daily consumption of 482,743 gallons of water. This total is an increase of 14,472 gallons of water per day over the previous years average.

The water system hydraulic analysis and master plan for the entire distribution system is completed and awaiting approval by the Board of Selectmen. A water line extension design on Forest Street from Upton Hills Lane to the North Reading Town line has been funded by approval at the 2003 Annual Town Meeting and should be constructed and completed in the next year.

The following is the amount of water purchased from the Town of Danvers:

<u>Month</u>	<u>Gallons Pumped</u>
July	5,319,750

August	5,169,000
September	56,973,750
October	7,278,000
November	5,154,000
December	28,980,750
January	4,462,500
February	3,744,000
March	22,779,000
April	4,640,250
May	3,908,250
June	27,792,000

Total Water Purchased: 178,201,250 Gallons

SOLID WASTE/RECYCLING

The Middleton Transfer Station continues to run well and provide a very efficient waste disposal service to the residents of Middleton. This past year Middleton residents were responsible for recycling 772 tons of material and enabling the removal of 27 percent of all waste brought to the Transfer Station. Every ton of material recycled enables the Town to receive additional grant funds and also contributes to reduced waste disposal costs for residents. The following is the amounts of resources that were either recycled or disposed at the transfer station during FY 2003:

Residential Trash	2,143-ton	Disposed
Plastics	22.56 ton	Recycled
Mixed Paper/Cardboard	282.87 ton	Recycled
Mixed Glass	32.91 ton	Recycled
Tires (1,135 ea.)	6.81 ton	Recycled
Christmas Trees (359 ea.)	5.74 ton	Composted
Waste Oil (1650 gallons)	5.78 ton	Recycled
Leaves and Brush	186 ton	Composted
Metals/White Goods	162.97 ton	Recycled
Aluminum/Tin Cans	12.34 ton	Recycled
CRT's/TV Monitors	7.52 ton	Recycled
Construction/Demolition Material	1.2 ton	Disposed
Used Clothing	45 ton	Recycled
Total Materials Disposed: 2,143 ton - Total Materials Recycled: 772 ton = 27%		

GENERAL

Along with the various projects undertaken by the Department of Public Works, the following miscellaneous activities occurred:

- The acceptance of Dearborn Lane as a public street occurred through citizen approval at the 2003 Annual Town Meeting.
- The North Shore Vocational High School carpentry students constructed a mercury waste reduction storage shed at the Natsue Way Transfer Station, which was funded by Covanta-Haverhill Inc. through their mercury reduction program.
- The Essex County Correctional Facility supplied the community service inmates to clean the litter on Town roads on multiple occasions and also helped with the clean up operations after the second Annual Chief Wills Day event.
- The Essex County Correctional Facility Graphic Arts students printed a number of separate mailings that the DPW and Memorial Hall sends out regularly to inform residents of important notices at little or no cost to the Town.
- The Lawrence Trial Court's Community Services Program supplied crews on many occasions to maintain the Town's cemeteries and to complete other various outdoor tasks. This included fall leaf removal at the Oakdale, Merriam, Flint and Old Fuller Cemeteries.
- The DPW acquired through grants from the Massachusetts Department of Environmental Protection: a cathode ray tube grant, recycling brochures and mailings along with recycling incentive bonus payments of \$1,544.37.
- The DPW acquired funds at Town Meeting for consulting services to implement the first phase of the U.S. Environmental Protection Agency's mandated Stormwater Phase II Regulations Program of which is intended to eliminate illicit and polluted stormwater run-off from our rivers and streams.
- The DPW replaced the flat roof of the DPW Building located at 195 North Main Street and funded through Town Meeting approval.
- The installation of 14 Bradford pear trees along Natsue Way in the Transfer Station.
- The DPW managed and supervised the installation of gas mains by Keyspan Energy Delivery on River Street, Peachey Circle, Liberty Street and Sawyer Lane
- The DPW managed and inspected nine approved subdivisions, three condominium developments and one industrial development in various stages of construction.
- DPW personnel continued with the ongoing work-safety program and attended various safety training seminars and water certification courses.
- The DPW personnel also spent much time involved with projects such as the second Annual Chief Wills Day, maintenance of the Middleton Canoe Launch on South Main Street and the designated Stream Team park areas.

In conclusion, I would like to thank the Board of Selectmen, the Town Administrator, the Middleton Electric Light Department, the Middleton Police and Fire Departments, the staff at Memorial Hall, the many committees and volunteer groups in town, and the citizens of Middleton for their support and assistance in all matters that have affected the day to day operation of the DPW. These dedicated community spirited individuals and the support services they provide are what makes Middleton a great place to live and work.

I commend the DPW office staff and the DPW personnel for the commitment and the sense of pride that they give to each and every assigned task. It has been my sincere pleasure to have worked alongside these talented and dedicated individuals this past year.

Respectfully Submitted,

Robert L. Hoffman,
Superintendent of Public Works

TOWN OF MIDDLETON DEPARTMENT OF PUBLIC WORKS

2004 ANNUAL REPORT

MISSION STATEMENT

The mission of the Town of Middleton's Department of Public Works is:

- To construct and maintain the physical infrastructure that provides for the public's health and safety.
- To protect the environment.
- To enhance the quality of life, and to ensure that Middleton continues to be a desirable place in which to live and conduct business.

The mission of the DPW will be accomplished through an equitable and cost effective delivery of the following services and products:

Activities to ensure community health and protect the environment:

- The provision of water.
- The drainage of surface water.
- The disposal of waste refuse.
- The recycling of waste.
- The composting of leaves and yard waste.
- The maintaining of all parks, cemeteries and recreation areas.

Activities to provide for the safety of pedestrians and motorists:

- The construction and maintenance of roads and sidewalks.
- The provision of street signs, traffic signals, and pavement markings.
- The sanding/deicing, plowing, and removal of snow.

To the honorable Board of Selectmen and the Citizens of the Town of Middleton, I hereby submit the following annual report of the Department of Public Works for the period covering July 1, 2003 to June 31, 2004.

The DPW roster for FY 2004 consisted of the following full-time personnel:

- Robert L. Hoffman – Superintendent
- Kenneth Gibbons – Deputy Superintendent

- Rick Gould – Water System Supervisor
- Florence Leary – Secretary
- Scott Saulnier – Working Foreman/Light Equipment Operator
- Glenn Osgood – Light Equipment Operator
- Anthony Bertino – Light Equipment Operator
- Paul Ajootian – Light Equipment Operator
- Patrick White – Light Equipment Operator
- Derek Spiro – Transfer Station/Light Equipment Operator
- David Smith – Transfer Station/Light Equipment Operator

Part-time Transfer Station employees that worked throughout the year were:

- Don Osgood
- Jennifer Brown

The following is a summary of work accomplished by division throughout the fiscal year:

HIGHWAY

The DPW's road resurfacing program for FY 2004 consisted of the following projects:

The total reconstruction of the entire length of Peabody Street was completed with the reclamation of 6,400 linear feet of roadway and the installation of four inches of bituminous asphalt using over 3,250 tons of new pavement materials. The Peabody Street Bridge deck and approach was milled and repaved with bituminous asphalt. This project also included the replacement of a drainage culvert near Arrow Street. This was followed up with guardrail installations and shoulder work where needed.

The asphalt overlay of Essex Street from Ingalls Way to North Main Street (Rte. 114) was completed with the installation of over 1,500 tons of bituminous asphalt along 6,500 linear feet of roadway.

The reconstruction of Sunset Avenue and Central Avenue at the Oakdale Cemetery and the installation of 300 tons of bituminous asphalt was completed as a result of funding from the Cemetery Endowment Fund and approved at Town Meeting.

The installation of 140 linear feet of bituminous asphalt sidewalks and curbing at 76 and 78 Essex Street was accomplished in order to alleviate an unsafe pedestrian crosswalk condition in the vicinity of Vera Road.

The patching of potholes and various road defects required the placement of 28 tons of bituminous asphalt during this year in order to make Town roads safe. DPW crews removed 17 deceased animals throughout the Town during this period as well.

This year the Town received \$147,615.00 in Chapter 90 funds from the Commonwealth of Massachusetts much of which was used to reconstruct Peabody Street. The Town's road resurfacing appropriation remains un-funded since being eliminated last year due to the continued state aid reductions to cities and towns in the Commonwealth.

The Town's 2.7 miles of gravel roads were graded twice during the year with select materials being added where needed.

The Town's accepted road mileage now stands at 46 linear miles with a total road inventory of 52 miles. New subdivisions in the planning and construction stages will soon increase this total.

The spring season brought the usual DPW clean-up effort with a total of 788 catch basins cleaned, all paved streets swept, and the street line-painting program completed by early June.

The installation of a drainage catch basin on Gregory Street at the power line easement and replacement of 150 linear feet of drainage line by the developers of the Masi Meadow Condominium Project was completed this past year as well.

The Town's DPW installed, repaired or replaced a total of 189 traffic signs during FY 2004.

SNOW & ICE

The 2003-2004 winter season began with some of the heaviest December accumulations (39 inches) on record, however, the following winter months experienced below normal precipitation totals due mostly to the extreme cold temperatures. The final snowfall tally for FY 2004 amounted to a seasonal accumulation of 65.75 inches by way of 18 measurable snow precipitation events. The first snowfall event occurred on December 2, 2003 and concluded with a final snowfall on March 19, 2004. Plowing forces were called out six times to push back precipitation during the winter season. Only the December snow-storms were difficult storms to plow due to the heavy moisture content of the snow.

The largest storm occurred on December 6-7, 2003 in which over 31 inches of snow accumulated in Middleton. This storm, which was declared a snow emergency by the Federal Emergency Management Agency, allowed the Town to apply for reimbursements for costs associated with the clean-up of this storm. This federal reimbursement in the

amount of \$52,429.75 allowed the DPW to complete the entire winter season under budget by over \$90,000. Throughout this period, the deicing trucks were utilized many times and placed 1,626 tons and 7,100 gallons of deicing materials on Town roads to make the roads safe for residents and commuters.

CEMETERY

During the past year there were 48 internments at Oakdale Cemetery. A total of 46 new lots were sold of which 12 were single graves, 13 were double graves and 2 were four grave lot sales. Revenue collected from these lot sales amounted to \$6,700.00. DPW personnel installed 19 monument foundations, 13 flush markers and 18 veterans markers during this period.

The DPW crews spent many hours cutting and pruning the ten acres of grounds of the Oakdale Cemetery in preparation for Memorial Day and throughout the summer in order to maintain this beautiful memorial park. The DPW also began maintaining several smaller historic burial grounds during this period.

PARKS & PLAYGROUNDS

Municipal recreation areas were addressed routinely during the year with grass cutting, tree and shrub pruning, trash removal and fertilization on a regularly scheduled basis. All baseball and soccer fields were maintained initially at the beginning of the season and thereafter with weekly grass mowing and line painting. School grounds were maintained with grass cutting, weeding of beds and mulch as well during the past year.

WATER

During the past year the Middleton Water Division performed and accomplished the following tasks:

- Repaired 6 fire hydrants.
 - Raised or repaired 13 buried water gate service boxes.
 - Assisted with 6 frozen water service lines and/or interior pipes.
 - Assisted with 4 interior water breaks.
-
- Issued 46 permits for new water services and 3 permits for renewal of water services. This enabled the collection of \$63,450.00 in water connection fees.

- Published the Annual Consumer Confidence Report as well as a number of other reports required by the Department of Environmental Protection.
- Mailed a water conservation tip brochure to all Middleton water customers.
- Completed two rounds of testing of all backflow prevention devices in town as required by the D.E.P.'s mandated Cross-Connection Program.
- Conducted weekly water sampling throughout the Town for lead and copper analysis, bacteriological analysis, chlorine residual and pH as required by the D.E.P.
- Completed two separate hydrant-flushing programs of the entire system in October of 2002 and May of 2003 expending approximately 3,600,000 gallons of water.
- Continued the ongoing Gate/Valve Exercising Program.
- Performed maintenance (sanding, painting and lubricating) on all 341 of the Town's inventory of fire hydrants.

Last years, Massachusetts Department of Environmental Protection Order to Complete was issued to all towns withdrawing water from the Ipswich River Watershed Basin and remains unresolved and in litigation. The Order to Complete demands that those entities complete a wide array of water conservation measures. Included in this order is the lowering of the 80 gallons of water per day per capita threshold to the new 65 gallons per capita/per day threshold. Presently the average daily consumption of our residents is 75 gallons per day per person. In order to preserve the Ipswich River we must remain more conscious of our use and overuse of this precious commodity.

Subdivision construction and infrastructure improvements to the Town's water distribution system accounted for the installation of 3,743 linear feet of twelve inch water main and 2,345 linear feet of eight inch water main along with the addition of 15 fire hydrants in the past year. The Town's distribution system inventory now contains 30 miles of water mains, 341 fire hydrants, and 1,336 metered connections servicing approximately 4,100 residents with an average daily consumption of 486,159 gallons of water. This total is an increase of 3,416 gallons of water per day over the previous years daily average.

The water line extension construction on Forest Street from Upton Hills Lane to the North Reading town line was completed this year and now allows the Town's of Middleton and North Reading the ability to supply and/or receive an emergency inter-connection of potable water and fire suppression to either community. This funding was approved at the 2003 Annual Town Meeting.

The following is the amount of water purchased from the Town of Danvers:

Month

Gallons Pumped

July	6,223,360
August	5,479,848
September	48,514,532
October	7,064,112
November	4,847,788
December	29,643,240
January	5,611,496
February	3,652,484
March	24,370,588
April	6,435,044
May	4,148,408
June	31,457,140

Total Water Purchased: 177,448,040 Gallons

SOLID WASTE/RECYCLING

The Middleton Transfer Station continues to run well and provide a very efficient waste disposal service to the residents of Middleton. This past year Middleton residents were responsible for recycling 772 tons of material and enabling the removal of 27 percent of all waste brought to the Transfer Station. Every ton of material recycled enables the Town to receive additional grant funds and also contributes to reduced waste disposal costs for residents. The increasing world demand for scrap metal enabled the Town to collect \$9,877.45 for nearly 163 tons of recycled household appliances and various iron products. The following is the amounts of resources that were either recycled or disposed at the transfer station during FY 2004:

Residential Trash	2,143-ton	Disposed
Plastics	22.56 ton	Recycled
Mixed Paper/Cardboard	282.87 ton	Recycled
Mixed Glass	32.91 ton	Recycled
Tires (1,135 ea.)	6.81 ton	Recycled
Christmas Trees (359 ea.)	5.74 ton	Composted
Waste Oil (1650 gallons)	5.78 ton	Recycled
Leaves and Brush	186 ton	Composted
Metals/White Goods	162.97 ton	Recycled
Aluminum/Tin Cans	12.34 ton	Recycled
CRT's/TV Monitors	7.52 ton	Recycled

Construction/Demolition Material	1.2 ton	Disposed
Used Clothing	45 ton	Recycled
Total Materials Disposed: 2,143 ton - Total Materials Recycled: 772 ton = 27%		

GENERAL

Along with the various projects undertaken by the Department of Public Works, the following miscellaneous activities occurred:

- The acquisition of a 2003 Chevrolet C3500 Utility Truck for the Water Department and approved at the Annual Town Meeting.
- The Annual Town Meeting also approved the funding and eventual purchase of a snow blower, a deck riding lawnmower and a turf aerator. This equipment becomes a valuable asset to the daily activities of the DPW.
- The North Shore Vocational High School masonry students constructed a concrete loading ramp and concrete driveway aprons at the DPW Garage.
- The Essex County Correctional Facility supplied the community service inmates along with “boot camp” inmates to clean the litter on Town roads and illegal dumping areas on multiple occasions and also helped with the clean up operations after the third Annual Chief Wills Day event.
- The Essex County Correctional Facility Graphic Arts students printed a number of separate mailings that the DPW and Memorial Hall sends out regularly to inform residents of important notices at little or no cost to the Town.
- The Lawrence Trial Court’s Community Services Program supplied crews on many occasions to maintain the Town’s cemeteries and to clean the Town beach as well as the perimeter of the Transfer Station. This included fall leaf removal at the Oakdale, Merriam, Flint and Old Fuller Cemeteries.
- The DPW acquired funds at Town Meeting for consulting services to implement the second phase of the U.S. Environmental Protection Agency’s mandated Stormwater Phase II Regulations Program of which is intended to eliminate illicit and polluted stormwater run-off from our rivers and streams.
- The DPW installed traffic calming planters on Washington Street near the Howe-Manning Elementary School to help reduce the speeds of vehicles in that area.
- The DPW managed and inspected nine approved subdivisions, four condominium developments and one industrial development in various stages of construction.
- DPW personnel continued with the ongoing work-safety program and attended various safety training seminars, CPR training and water certification courses.

- The DPW personnel also spent much time involved with projects such as the third Annual Chief Wills Day, maintenance of the Middleton Canoe Launches on South Main Street and Peabody Street and the designated Stream Team park areas.

In conclusion, I would like to thank the Board of Selectmen, the Town Administrator, the Middleton Electric Light Department, the Middleton Police and Fire Departments, the staff at Memorial Hall, the many committees and volunteer groups in town, and the citizens of Middleton for their support and assistance in all matters that have affected the day to day operation of the DPW. These dedicated community spirited individuals and the support services they provide are what makes Middleton a great place to live and work.

I commend the DPW office staff and the DPW personnel for the commitment and the sense of pride that they give to each and every assigned task. It has been my sincere pleasure to have worked alongside these talented and dedicated individuals this past year.

Respectfully Submitted,

Robert L. Hoffman,
Superintendent of Public Works

MIDDLETON ELECTRIC LIGHT DEPARTMENT

REPORT OF THE BOARD OF ELECTRIC COMMISSIONERS

To the Honorable Board of Selectmen and the Citizens of Middleton:

The Board of Electric Commissioners respectfully submits its annual report for the period January 1, 2004 through December 31, 2004.

During 2004 electric consumers throughout the State have experienced a dramatic increase in their electric rates. However, here in Middleton, residents have had no increase in their electric bills during 2004. The primary reason for this accomplishment is the favorable contract Middleton has with Calpine Energy. This contract was negotiated in 2001 and went into effect in 2002. This contract extends to the end of 2006.

During this time of deregulation comparisons can be made between the consumer owned Electric Companies and the Investor owned Utilities. It is evident that electric rates for consumers in municipally owned utilities enjoyed lower rates than those in investor owned communities.

The "Standard Offer" service was put in place to stabilize rates as the industry moved toward competition. However, during the market development period, the rates were to increase to a level higher than the market to provide suppliers with the financial incentive to provide service and to encourage customers to seek competition. Rate caps were legislatively imposed to reduce any exposure to above market pricing.

Alternative electric suppliers in Massachusetts have been courting industrial and commercial customers over residential customers as larger customer load is easier to manage. Residential customers have been left with "little or no choice".

An example of the "rate benefit" Middleton consumers enjoy over their Investor owned counterparts examine the difference in the yearly kwh cost from a selected group of IOU's. The yearly average for a Mass Electric customer using 500 kwh/month is \$59.82/month or \$717.84/Yr. A typical Boston Edison customer's bill averaged \$65.63/month or \$787.56/Yr and a Western Mass customer's bill is \$57.74/month or \$692.88/Yr. In Middleton the customer that uses 500 kwh/month averaged \$44.41/month or \$532.92/year. This reflects a difference of \$184.92/year for a Mass Electric customer, \$254.64/yr for a Boston Edison customer and \$159.96/yr for a Western Mass customer respectfully.

An additional benefit that the Middleton consumers receive is the lower cost for street lighting. The cost savings to the town amounts to almost fifty thousand dollars. This increased cost would be reflected on the Middleton Taxpayer's bill.

Billed operating revenues from the sale of electricity for the year 2004 amounted to \$10,416,926, an increase of \$704,686 over the same period last year. Net income increased by \$769,625. This increase was primarily due to increased operating revenues while operating expenses remained relatively flat.

Kilowatt-hour sales were 116,897,971 kwh during 2004, compared to sales of 106,810,565 kwh or 9.44% during 2003.

In 2004 Middleton's peak demand for electricity (the amount it consumes in one hour) was 23,639 kw compared to 22,136 kw consumed during 2003. This represents a 6.79% increase.

All financial statements are available at the office of the Middleton Electric Light Department.

The following is a list of major construction that has commenced or that has been completed in 2004.

Approximately 6,500 circuit feet of three-phase Hendrix style construction has been installed on Liberty Street. This replaces the old single-phase line. This will enable M.E.L.D. to better balance loads in this area.

The existing single-phase line on East Street from Locust Street to Peabody Street has been re-replaced. The line was replaced with approximately 3,500 circuit feet of Hendrix type construction.

6,200 circuit feet of single-phase line on Peabody Street is currently being re-conducted with three-phase Hendrix style construction.

New reclosures have been ordered for the Central Street Substation. They will replace the 25 year old reclosures currently installed at Central St. This will ensure state of the art coordination at this substation. They will be installed in 2005.

Capacitor banks in the amount of 7200 KVAR have been ordered. This will bring Middleton up to compliance with Independent System Operator (ISO), thus avoiding penalty charges for low power factor. The capacitor banks will be installed in 2005.

Work was completed on the Ironwood complex at Ferncroft. Work was completed on the Villas at Ferncroft, phase one. Work continues on the rest of the project.

During 2004 the final installation of electronic metering was installed. All of Middleton's residential meters are now read electronically with a mobile collector. Before the electronic metering was installed, approximately 80-85 hrs/month was devoted to reading the residential meters. Now all residential meters are read in 6 hours. This allows the meter reader to focus more time on inventory management and control, purchasing, receiving and general maintenance.

Annual maintenance was performed on the Essex Street Substation. Relay equipment was upgraded. The Gregory Street Substation was dismantled, maintained, tested and restored to service, completing its every third year inspection.

M.E.L.D. extends it's appreciation to its employees and to all other Town Departments and their respectful employees.

Respectfully submitted

Kevin J. Kiley, Chairman
Charles S. Clinch, III
Richard W. Kassiotis
James W. Kelley
A. David Lenzie

STATEMENT OF INCOME FOR THE YEAR 2004

Account	Current Year	Increase or (Decrease) From Preceding Year
(a)	(b)	(c)
OPERATING INCOME		
Operating Revenues	10,416,926	704,685
Operating Expenses:		
Operation Expense	8,958,220	(30,496)
Maintenance Expense	296,655	30,717
Depreciation Expense	392,027	16,411
Amortization of Property Losses		0
Taxes		0
Total Operating Expenses	9,646,902	16,632
Operating Income	770,024	688,053
Other Utility Operating Income	0	0
Total Operating Income	770,024	688,053
OTHER INCOME		
Income from Merchandising, Jobbing, and Contract work	14,847	8,027
Interest Income	208,485	45,549
Miscellaneous Nonoperating Income	0	0
Total Other Income	223,332	53,576
Total Income	993,356	741,629
MISCELLANEOUS INCOME DEDUCTIONS		
Miscellaneous Amortization		0
Other Income Deductions	0	0
Total Income Deductions	0	0
Income Before Interest Charges	993,356	741,629

INTEREST CHARGES

Interest on Bonds and Notes	12,125	(29,033)
Amortization of Debt Discount and Expense		0
Amortization of Premium on Debt – Credit		0
Other Interest Expense	1,037	1,037
Interest Charged to Construction – Credit		0
Total Interest Charges	13,162	(27,996)
NET INCOME	980,194	769,625
EARNED SURPLUS		
Account (a)	Debits	Credits
Unappropriated Earned Surplus (at beginning of period)		9,124,066
Balance Transferred from Income		980,194
Miscellaneous Credits to Surplus		0
Miscellaneous Debits to Surplus		
Appropriations of Surplus	269,566	
Surplus Applied to Depreciation		
Unappropriated Earned Surplus (at end of period)	9,834,694	
TOTALS	10,104,260	10,104,260

Conservation Commission
Annual Report FY 2003 (July 1, 2003 to June 30, 2004)

Growth continues unabated in Middleton. Our population 16 years ago was about 4000 now it approaches 8000.

Two major inroads into the undeveloped northern part of town have been made in the past couple years. Off Mill Street on once farmland around the Wilkins-Smith house there are now large new houses. Just to the east off Peabody Street, Carole Smith sold to a developer 60-acres of woodland. This parcel was previously owned by the locally famous Curtis brothers. The brothers' logging roads are now wide paved streets named Ross Lane and Warren Drive, after Ross Pope and Warren Evans. Mr. Evans until his death last year kept a close eye on the northeast part of town for the Essex County Greenbelt Association (ECGA) and the Conservation Commission. In earlier times he selectively cut timber here and hauled the logs with teams of horses to Curtis Saw Mill. 17 large houses will be built on these roads roughly following his wagon and sled paths. These two developments, "Wildwood Estates" and "Smith Farm Crossing" are given special mention here because of the large involvement by the Commission in their reviews. Almost 10 hearings and a dozen site visits (2002 to 2004) were conducted in efforts to reduce their impacts on the environment. These two developments have made serious breaches in the once large unspoiled forest north of Peabody and Mill streets that includes Boxford State Forest. These were areas the Commission and ECGA had long hoped would not be developed. The Commission, using the Wetland Protection and the Rivers Protection Acts, required or obtained by negotiation upland no-disturbance strips around wetlands and along Boston Brook. As of this writing most of the 10 new houses planned for Wildwood have been built. The Wilkins-Smith house (circa 1706), still standing but in poor shape at the start of this development, has been restored. The infrastructure of Smith Farm Crossing is done and several houses are started.

A mile or so to the southeast off East Street, behind Alan Webber's on Bare Hill, 18 "townhouse" units have been built on a private road. The infrastructure's construction sequence permitted was not followed resulting in several serious incidents of erosion, one, following a heavy rain, carried significant amounts of silt and clay into Webbers Pond. Peter Barbagallo, East Street Realty Trust, the developer was fined by the Environmental Protection Agency for improper erosion control. Our agent made repeated trips to the site. Probably no serious long-range damage has been done to the pond or to the tributary of Nichols Brook this area drains to. 2004 was a wet year, the erosion problems here dramatize the necessity of proper construction practices especially on hills where large areas are disturbed.

Another large development called Eagle Hill just up East Street on Gould Hill was finally permitted in the spring after several long hearings. Here the applicant asked for a large wetland crossing to access the upland that was once the Peabody farm. Since there was no alternative for other access the crossing was permitted and a new wetland of equal size constructed. The venerable old Peabody-Wilkins house, build sometime between 1719 and 1740, and a newer barn nearby across the proposed road were shown in the Eagle Hill development plan as being scheduled for demolition. The Commission, the Historical Society, and the Historical Commission strongly urged at Planning Board meetings that it be saved. The developer agreed. The house has been rotated to face Towne Road. The development's one street is named after Joseph Towne who was granted the land in then Topsfield, circa 1700. The barn has been moved next to it on a shared new foundation. (Conservation doesn't always have to do with wetlands.) The construction sequence for this new development of 16 houses has been

followed. There have been no significant erosion problems despite the 80 ft. elevation difference in topography from the road's entrance across from Locust Street (Jewish Community Center's road widened) to the top of Goulds Hill at its end. The side road off Towne Road to the JCC does open up back land abutting the river to potential development.

Due to the frequent and significant rains in the spring and summer mentioned above our wetlands, streams, and river have had unusually high water levels. The Ipswich River was navigable by canoe all summer and into the fall. The beavers deserve much credit, their 24 known dams in waterways of our relatively small town, hold the water back thus keeping it in our watersheds longer. Our streams and river have become step-like with treads (flooded areas) up to a half-mile long and risers (dams) of one to four feet high. The large impoundments behind these dams keep standing water around the trees year round. Even the water loving species such as red maples, elms, Atlantic white cedars, and green and black ashes succumb in time. Light, no longer impeded by foliage, pours in around the dead trunks and new rich "beaver pond" habitats are formed. Since the ban on leg hold traps in 1995 the beaver populations throughout most of the state have increased exponentially. In Middleton alone several hundred acres of forests are dead or dying. There have been few human complaints as yet. For reasons of health and public safety the Board of Health (BOH) and Conservation Commission may allow action against beavers. Contact the Health Agent if you have a problem. Our agent has been keeping a map of beaver activities in town since 1996. Please report beaver activities to us. We may have more beavers now than at anytime since the great trade in pelts here 300 plus years ago.

The beavers don't apply to the Commission for work in or near wetlands. Humans have to under the Wetland Protection Act, MGL Ch. 131. Section 40. We administer the regulations of this act. To this end in FY 2004 we and our agents have:

Held 15 public meetings.

Heard 9 Requests for a Determination of Applicability. Such hearings review often rough plans of work near wetlands to determine if the proposed projects might affect those wetlands.

Reviewed 29 Notices of Intent applications. Issued 28 Order of Conditions permitting, and in 1 case denying a project. (Many projects that don't meet the requirements of the Act never reach the hearing stage, hence the low number of denials.) Conditions are ordered to protect nearby wetlands and water bodies during and after construction, e.g. hay bales, grading, stone retaining walls, ground cover, no-disturbance buffers, etc. Often during hearings we will require revised plans.

Issued 6 cease and desist letters or letters ordering remediation for violations of the regulations of the Wetland Protection Act or of our Orders of Conditions. These were for relatively minor violations and were issued before damage to any wetland was done.

Issued 3 Enforcement Orders for violations of the Wetland Protection Act. These are issued in cases where verbal instructions or cease and desist letters haven't been followed.

Made approximately 185 site visits.

Attended workshops and conferences having to do with wetlands and rivers protection.
Attended several hearings before other town boards where our input was of importance.

The Commission issued an Order of Conditions to the Middleton Stream Team allowing it to make a small park of the formerly muddy parking area off Peabody Street on the Ipswich River. This canoe landing/park on State land is essentially complete. It will be formally dedicated to the Massachusetts Department of Fisheries and Wildlife and to the Selectmen for public use next spring.

The Council of Aging and the Commission continued its walking program for seniors. It will end for the winter months after Thanksgiving. These Friday morning 8 to 10 AM walks around some of the less traveled parts of town were resumed this year in April. Plans are to continue the program in April of 2005. These walks are for the purposes of exercise, fellowship, and natural history education.

Member Kevin Novello moved to Gloucester and resigned from the Commission in January. Ann Delmarsh was appointed by the Selectmen to fill his vacancy in February.

If you have any questions regarding the Town's natural resources and their protection please contact us directly or call our agents at 978-777-1869. or write to the address below. Please visit Middleton's web page <http://www.townofmiddleton.org/>, click on boards, and then the Conservation Commission for basic information about our responsibilities.

c/o Conservation Commission
195 North Main Street
Middleton, MA 01949

Respectfully,

Conservation Commission Members
Gertrude Dearborn, Chairman
Sally Butler
Dennis "Skip" Milotzky
Domenic Centofanti
Ann Delmarsh

Agents

Leo Cormier – Health Agent and Conservation Administrator
Pike Messenger – Conservation Agent

Secretaries

Cherie Travis, Conservation Secretary (part-time)
Leah Moreschi (also secretary to Board of Health and Board of Appeals)

PLANNING BOARD

During Fiscal Years 2003 and 2004, the Planning Board held 26 meetings. 39 ANR's (Approval Not Required under the Subdivision Control Law) were filed. Of those filings, twenty (20) were approved, two (1) were denied, and two (4) were withdrawn. Two (2) preliminary subdivision plans were filed. Five (5) definitive subdivision plans were filed. All of the definitive subdivision plans were approved.

One of the preliminary subdivision plans was Wildwood Farms off of Mill Street. The second preliminary subdivision plan was Smith Crossing located off of Peabody Street.

The Board approved the definitive subdivision plans for Wildwood Farms, Ryebrooke Estates (Phase III), Smith Crossing, Eagle Hill Estates and Hinckley Place. Wildwood Farms is located off of Mill Street. Ryebrooke Estates (Phase III) is located off of Sawyer Lane. Eagle Hill Estates is located off of East Street. Smith Crossing is located off of Peabody Street and Hinckley Place is located off of Peabody Street.

There were 40 recommendations made to the Board of Appeals. The Board recommended granting of seven (7) variances, eighteen (18) site plans, and twelve (12) special permits. The Board did not recommend to the Board of Appeals one (1) site plan and two (2) variances.

There were recommendations for Articles 6, 14, 20, 24, 33 and 39 for 2003. Recommendations for Articles 2, 3, 6, 9, 10, 11, 12, 13 and 15 were made by the Planning Board for the Warrant for the Annual Town Meeting in 2004.

Members of the Board included Chairperson Robert Aldenberg, David Leary, Christine Lindberg, Harry Mathews and Steven Weitzler.

The Board looks forward to continuing to serve the Town of Middleton.

Respectfully submitted,

Robert Aldenberg, Chairman

ZONING BOARD OF APPEALS

Regularly scheduled meetings of the Board of Appeals are held at the Fuller Meadow School, 143 South Main Street at 7:30 p.m. on the fourth Thursday of each month.

Applications for a public hearing must be submitted to the Town Clerk and must include the following to avoid delays in processing:

1. For each request for a site plan, variance, special permit or review of building inspector's denial, a non-refundable fee of \$100.00 for residential applications, and \$150.00 for commercial applications. These fees are payable to the Town of Middleton and must accompany the application to cover the costs of Legal Notice and other expenses associated with the public hearing.
2. Nine (9) copies of plans and applications with the appropriate application number stamped by the building inspector.
3. It is the responsibility of the applicant to obtain a certified list of abutters from the Assessor's Office. This list is to be included with the application.
4. The subject matter of the application, i.e. variance, site plan approval, special permit or review refusal of the Building Inspector to issue a permit.
5. The location of the area of the premises, including the street address and assessors map number, the lot number and one (1) copy of the corresponding assessors map.
6. The name of the applicant printed or typed and signed including the telephone number.
7. All applications must be approved and signed by the building inspector before they are taken to the Town Clerk.
8. The Town Clerk will accept and date stamp an application only all items listed above are in order.

The Board will schedule a public hearing at the earliest possible date, but not later than 65 days after filing of the application, pending availability of the needed information and response from other interested Boards and Agencies.

We wish to thank the Planning Board and Building Inspector for their timely input, other Boards, Town Officials and Town Counsel for their assistance throughout the year.

Respectfully submitted,

Lynn M. Murphy, Chairperson
Jeffrey Schreiber, Clerk
Robert Esper
Jack Leitner
Ann Cote
Nicholas Yebba
Steve Brickett
Leah Moreschi, Secretary

DURING THE 2003-2004 FISCAL YEAR, THE ZONING BOARD OF APPEALS HEARD PETITIONS :

SITE PLAN APPROVALS:	10
SPECIAL PERMITS:	23
VARIANCES:	19
APPEAL OF BUILDING INSPECTORS DENIAL:	1

Annual Report of the Flint Public Library 2003-2004

Two busy years at the Flint included many ongoing activities. Trustees, Director, Staff, and Friends worked hard to bring to the citizens of Middleton quality library services and programs in a gracious and welcoming atmosphere. It continues to amaze this Director that, both in public view and behind the scenes, so much can be accomplished by so few. The sections below contain some of the specifics.

The Building

Thanks in great part to the active lobbying of public library supporters throughout the Commonwealth, State legislators and Governor Romney authorized and committed funds to the Massachusetts Public Library Construction Program (MPLCP). As 2003 drifted into 2004, citizens learned of Provisional General Construction Grants to 21 public libraries. Middleton's Flint Public Library was awarded \$2,390,053 from the 2000-2001 Grant Round. The Massachusetts Board of Library Commissioners (MBLC) set May 15, 2005 as the date by which a municipality must accept its award by voting to fund its share. Middleton's share of the building project is about 60% of its cost.

The MPLCP provides for the Commonwealth's share of the project funds being in hand – and earning interest – a good deal before invoices for its use arrive: 30% of the grant will be paid upon the Town's signing the contract accepting the award; a further 30% will be paid when a construction firm is signed; 30%, when the project is 50% complete; and the final 10% at 100% completion. As voters deliberate about accepting the award, they'll need to bear in mind both the condition of the building (with much deferred maintenance) and its lack of space, handicapped accessibility, and adequate ventilation. At the end of 2004, for example, engineers discovered cracks in all of the structural beams above the Children's Room ceiling, which are in the floor of the adult stacks and Reference Room areas. Temporary emergency repairs, in the form of 15 more columns in the Children's Room, were accomplished while the Flint had to be closed for the week before Christmas.

In 2004, Selectmen appointed the following Flint Public Library Building Committee: Matt Connors, Chair; Adele Carter; Trudy Dearborn; George E. Dow, Sr.; Mary Ann Erickson; Lois Lane Gianni; Roger LeMay; Melissa Sherriff; Ira Singer (*ex officio*); Frank Twiss; and Susan Zackon. In accordance with new State legislation, their first task was to advertise for and interview candidates for design services. As a result of that search, the Committee chose to work with a new design firm and selected Design Partnership of Cambridge. The Board of Trustees, Director, and Staff of the Library are grateful for voter support and look forward to working with Middleton citizens to make this a library building of which all can be proud.

The Services

Children "wiggled and giggled;" sang with Dara; danced with Miss Jody; got to be giant insects; learned about robots and cooking; saw step-dancers; heard Tchaikovsky; met rainforest reptiles, children's authors, Amelia Bedelia, the Big Bunny, and Santa; did innumerable crafts; and listened to innumerable stories.. In June '03 and '04, the Summer Reading Programs kicked off with a magician and a family concert, and -- along with many activities in a lower key -- included a comedy show, wolves, pizza, the ever-popular Vehicle Night, visits from Ronald McDonald and local "Spirit"-ed baseball players, a puppet show, a balloon artist, and lots of ice cream! In 2003, the Topsfield Fair co-sponsored the Summer Reading Program by providing vouchers for reading. Other co-sponsors, of summer and other programs, were the Patricia M. Kelley Fund, the Middleton Cultural Council, the Friends of the Flint, McDonalds, the Middleton Fire Department, the Middleton Recreation Department, the Northeast Massachusetts Regional Library System (NMRLS), Putt and Pinball Palace, the North Shore "Spirit" Northern League Baseball Team, and the Curvey family. Great thanks to all of them!

Adult programs were many and varied and included two terrific Book Discussion Series led by staff member Elizabeth MacGregor; all readers enjoyed the Plantation Party for the reading of *Gone with the Wind*. From income tax help through the Volunteer Recognition Luncheon and Holiday Open House, folks were entertained by presentations in eBay use, personal beauty, American art, Irish music, bird feeding, history, culinary arts, relaxation techniques, flower arranging, mystery writing, feng shui, scrapbooking, cardmaking, and the Golden Days of Radio. Nearly 5,000 patrons were welcomed into the library for 192 programs.

Circulation of library materials continues to increase, with a 2% increase over last year's and a 35% increase over that of 1993. (Please see appended charts.) Very important to Library patrons is the Flint's membership in the networked system of the Merrimack Valley Library Consortium (MVLC). With the exception of the most popular items (like bestsellers), MVLC's access to materials in all formats in 37 member libraries allows Middleton patrons to request and receive very quickly just about anything a public library can

supply. Those requests can be made in person, by phone, or online. Notices of items being held at the Library can also be sent online. Library patrons are having fun using these options. Please inquire about them when next you visit the Flint.

The People

The Board of Library Trustees this year remained unchanged. During Board Re-Organization, Trustees voted to retain current Officers Lois Lane Gianni (Chair), Mary Ann Erickson (Treasurer), and Brenda Kirwan (Secretary). Two of the ways they chose to keep abreast of their very important voluntary duties were to attend the Public Library Trustees Orientation, sponsored by NMRLS, and to view presentations about open meetings and employment practices.

2003-04 saw many changes in Flint Library personnel. In February 2003, upon her retirement, Staff colleagues, Director, Trustees, Town officials, State legislators, and her many friends and library patrons feted Children's Librarian Meredith Turner at a wonderful celebration of her career. Many thanks to all who contributed to that special event.

Hired into the Children's Department in April was Children's Librarian Karen Dunham. Library Pages Jennifer Bushee and Loretta Swift were replaced by Sara Kallock and Reid Gilman. New Staff members in 2004 included Children's Librarian Lisa Rundquist replacing Karen Dunham, the resignation of Karen Tivnan, and the return of Loretta Swift. Pages Mary Cotter and Stacy Weeden replaced Becky Stone and Sara Kallock..

In January 2003, Angela Bemis, a Senior Tax-Work-Off Program worker, began her year of service to Middleton's homebound. She and volunteer Bill Walczak delivered books and other library materials every other week. In 2004, volunteer Kelli Scanlan assumed that mission, with occasional help from Cub Scouts and their parents.

Volunteerism is still very strong at the Flint. Adults of all ages regularly help with clerical work and library programs. Longstanding volunteers include Bev Allen, Aren Alter, Peg Brown, Simone Cunningham, Trudy Dearborn, Nancy Dow, Helen Dowling, Barbara Emma, Dorothea Faulkner, Mary Hamilton, Betty Kenney, Mary Lawler, Ethel Lee, Barbara Shapiro, Jody Shea (who brings to the Flint every month her wonderful dance instruction for children), Dorothy Simpson, Frank Twiss, Theresa Vigliotta, and Marge Watson. We mourn the passing of Peg Sinrich.

Never to be overlooked, of course, are the numerous Friends of the Flint who help out with programs, goodies, and friendship – especially Christine Lindberg, Al Longo, and Shirley Raynard, who have all served as President of the Friends during the past two years. Many, many thanks to all of our volunteers! The Director and Staff of the Flint feel blessed in your commitment and caring.

In Gratitude

Special thanks and kudos from this Library Director to a wonderful Staff and Board.

Respectfully submitted,

Adele Carter

Flint Public Library

Trustees

Lois Lane Gianni, Chair
Brenda Kirwan, Secretary
Mary Ann Erickson, Treasurer
Sonja Nathan
Mary Tragert Toropov

Director

Adela B. Carter

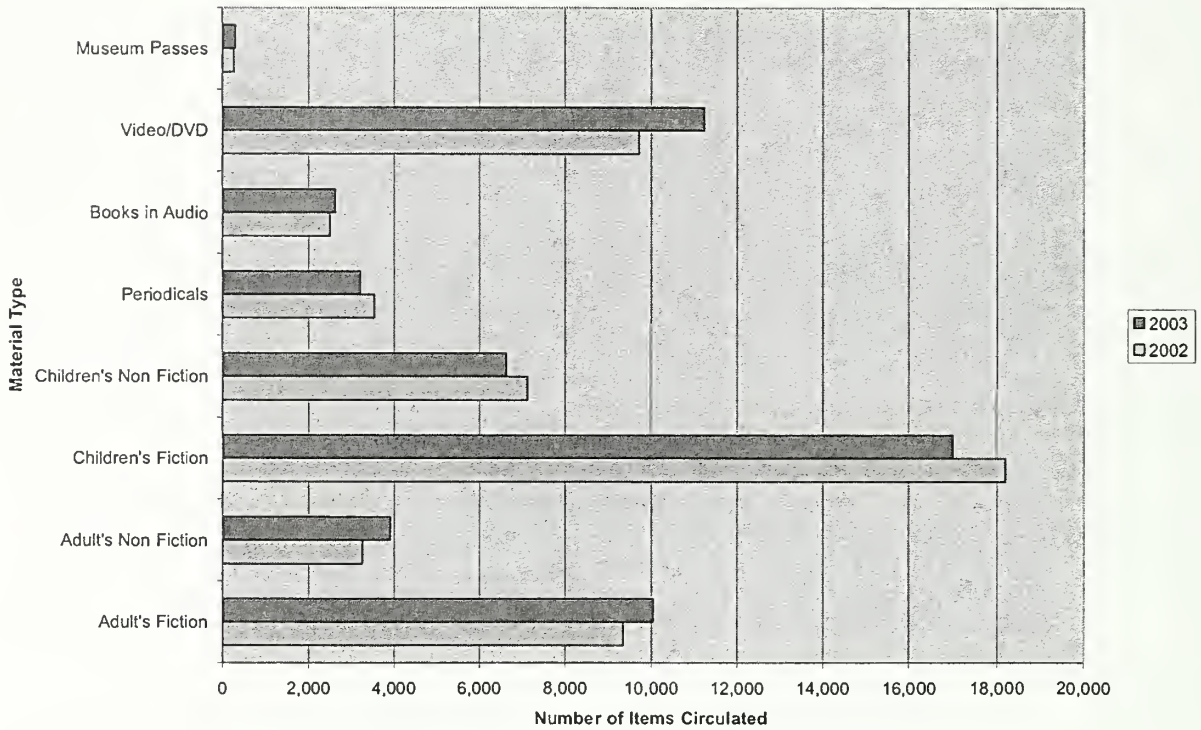
Staff

Judy Gallerie
Claudia Johnson
Elizabeth MacGregor
Lisa Rundquist
Loretta Swift

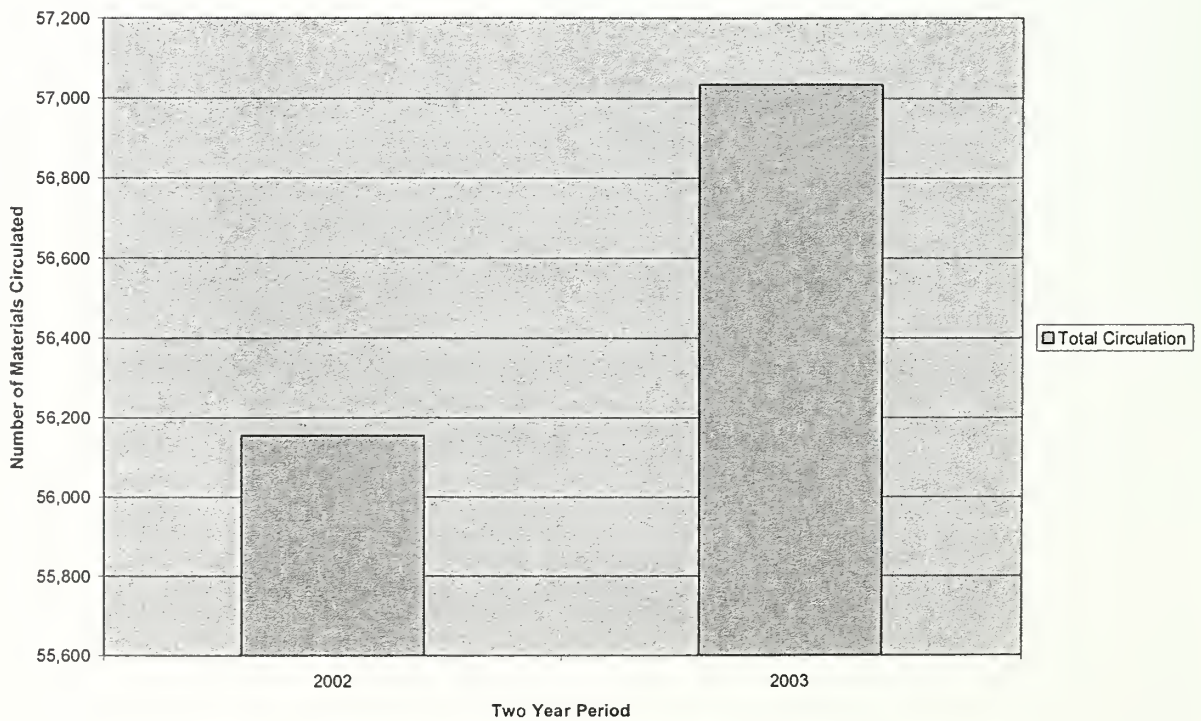
Mary Cotter
Reid Gilman
Stacy Weeden

Increased Level of Activity and Service at the Flint 2002-2003

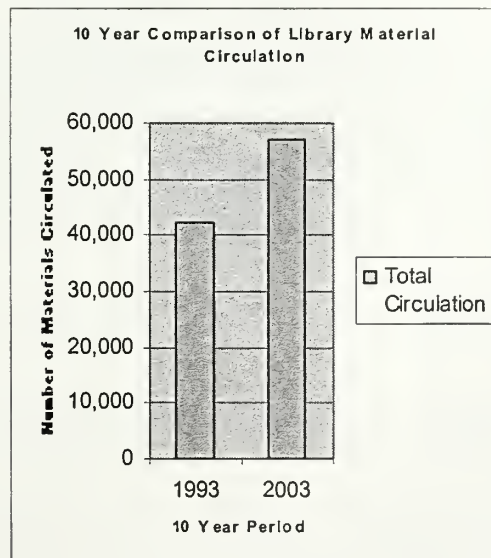
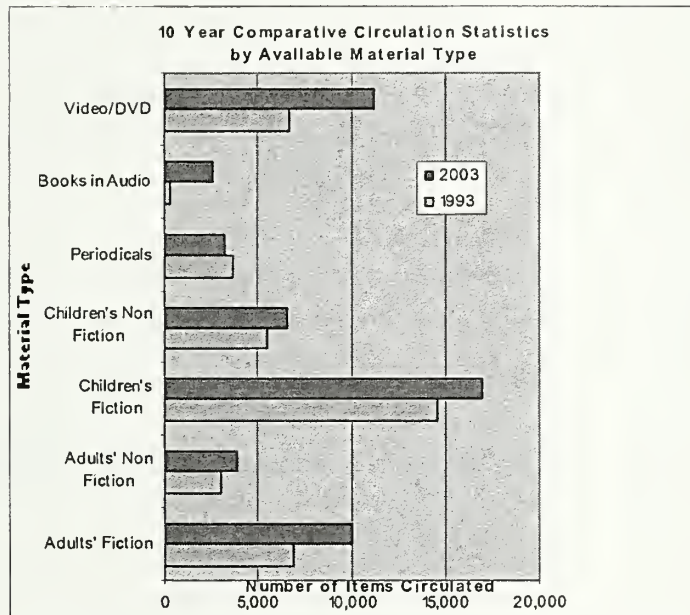
Comparison of Circulation Statistics for Last Two Years



Two Year Comparison of Library Material Circulation



Increased Level of Activity and Service at the Flint Shown over a 10-Year Period



MASCONOMET REGIONAL SCHOOL DISTRICT ANNUAL REPORT

This last year has been one of achievement for Masconomet, consistent with our tradition of excellence. In September, *Boston Magazine* recognized Masconomet as one of the region's ten best high schools. Our educational program and student outcomes placed us among the highest in the elite group recognized in *Boston Magazine*, even though our per pupil cost ranked among the lowest. The designation of Masconomet as one of the "Best High Schools" benefits everyone in the Tri-Town area through enhancement of property values. At the same time, it challenges all of us to sustain that lofty level of educational accomplishment.

As always, our list of academic, athletic, and extra curricular awards and achievements is lengthy and this year it includes the Massachusetts Art Educator of the year. Other outstanding accomplishments during the last year both enhance the performance record of Masconomet and intensify the challenges facing us for the year ahead. In 2002, Masconomet met its MCAS performance accountability standards as set by the Massachusetts Department of Education, achieving or exceeding performance expectations in both Language Arts and Mathematics. Our SAT scores continue to be among the highest in the area, and more than 90% of our students gain admission to college. Clearly we have earned our place on *Boston Magazine's* list of excellent schools.

The opening of the new Middle School was the highlight of 2002. The renovated and expanded building opened in September to students and faculty. The Masconomet community is grateful to the Tri-Town community for the beautiful Middle School facility. The entire project, including the connector between the High School and the Middle School, playing fields and parking areas, will be completed in 2003.

During 2002, the Superintendent's office welcomed a new Business Administrator, Susan Givens. Ms. Givens replaces Mr. Paul Lengieza, who retired as Business Manager in June. Ms. Givens brings many years of experience as a school financial professional, including six years as the Business Manager at Pentucket Regional District. Since joining Masconomet in September, she has worked closely with the School Committee, Superintendent and Administration to revise and streamline financial operations to make them more effective and efficient.

What follows is a department-by-department school district report for the year 2002.

MASCONOMET MIDDLE SCHOOL

Masconomet Middle School moved into our new facility in September of 2002. Working in this improved environment has reinvigorated our staff and has provided a multitude of opportunities for learning for our students. This has allowed us to further develop the tenets of middle level education: academic excellence, developmental responsiveness and social equity. It has taken six years of study, planning and change to accomplish the goal of transforming the Junior High School into a **real** Middle School!

Currently, our school enrollment is 703 students. Students are distributed among six separate teams, each taught by a core of four academic teachers (English, Mathematics, Social Studies and Science). Courses in Foreign Language, Reading, Art, Music, Health, Consumer and Family Living, Technical Education and Physical Education complete each student's schedule. With very few exceptions, students are engaged in classroom activities every period of each school day. The administration of the middle school consists of the Principal and Assistant Principal along with the district department heads.

Our academic teams continue to focus on the individual cognitive and affective needs of their students by; identifying specific learning styles for each student; developing coordinated curriculum within the team; and communicating with parents, specialty teachers and guidance counselors. The team approach has provided a very successful transition between the sending elementary schools, and our subject-centered high school. Extra-curricular activities include Student Council, Math Team, Future Problem Solvers, Destination Imagination, and the Yearbook/newspaper Club - all of which are enthusiastically enjoyed by our students. "Masco Excels", a daily after-school activities program, staffed by faculty members has enjoyed moderate success this year.

Over the past three years, student results from the MCAS tests given to eighth graders in English, Mathematics and Science and Technology have been very positive. In fact, in recognition of our consistently high English and Math scores over the past three years, we have twice been named an "Exemplary School" by the Massachusetts Department of Education.

This year has been particularly rewarding to our faculty, staff and students. We have been blessed by a new, state-of-the-art facility, a well trained and energized faculty, and a very active and enthusiastic student body- all of which makes this school a great place in which to learn.

SENIOR HIGH SCHOOL

The 2001-2002 school year closed in June, completing our first year in the new high school. All things considered, we made a successful transition to the new building and the partially implemented House System. The Class of 2002 graduated on June 6th with 236 graduates. The graduation activities were returned to the Field House after two years of off-site ceremonies due to construction. At the close of school the only incomplete construction items were the link between the high school and the dining halls, some punch list work, a few change order items, parking lots, and the athletic fields. Work on these areas continued over the summer of 2002.

The 2002-2003 school year began smoothly with a nice surprise. Boston Magazine honored us as being one of the top 10 high schools in the Boston area! Needless to say we are thrilled and very proud. The school year also began with very limited student parking and the students had to go outside to access the dining halls, gym, and field house because of continued construction. We held our sixth year of a freshmen orientation for Class of 2006, our largest class with 345 students. The freshmen team of teachers organized the day and we also had over 60 upper classmen serve as peer leaders. The Class of 2006 has made a successful transition to the high school thus far and they continue working in their orientation groups. The Senior Intern Project continues to be a popular choice for students, also. In the Class of 2003, over 250 seniors have opted to participate in the program this year. The Projects will once again culminate with a public exhibition in late May. This year the sophomore and junior team leaders have organized curriculum related field trips and special assembly programs for their grade levels. They are all involved in implementing parts of our student-mentoring program. Examples of these programs are the workshop for freshmen girls, the program for sophomore boys, Model Congress, class field trip to the Museum of Science, and the Internship Fair.

The House System was implemented last year and this was the first year that we completed looping. In looping, the sophomores stayed with the same core teachers they had as freshmen. Although a formal evaluation of looping has not yet been completed, the informal feedback is positive. Teachers report more continuity of curriculum, less wasted review time, and a better knowledge of their students' strengths and weaknesses. Students seem happy with the system and we have had very few requests for teacher changes.

This year brought us very good MCAS news for the Class of 2003. After the re-test held in December, 100% of our seniors have successfully completed the MCAS requirement for graduation in June 2003. This is the first class that had to pass the English and math portions of the test to graduate. The Class of 2004 also did well on the tests. Overall the scores were significantly above the state averages, and our failure rate was relatively small. At this writing we have administered the MCAS retest once to students in the Class of 2004 who failed the test last spring. We only have 3 students who failed the English re-test and four who failed the math re-test. We continue to provide support classes and individual tutoring during the school day for students who failed the MCAS at the 8th grade or 10th grade level and a summer school review option for students. We have on-line opportunities for MCAS review, as well.

This school year the staff has been working on a self-study of the high school in preparation for our 10-year accreditation review by the New England Association of Schools and Colleges (NEASC). All faculty have been assigned to a study group to assess our adherence to each of the seven standards on which we will be evaluated. Students and parents have also been members of the self-study groups. The self-study will be completed at the end of this school year and the NEASC evaluation team will visit us in the fall of 2003.

The Class of 2002 was a successful group, academically. About ninety percent took the SAT I and the average score for the class was 530 in verbal and 557 in mathematics, which is well above the national average. Twenty-five percent scored over 600 in verbal and thirty-three percent scored over 600 in mathematics. Sixty-three percent of the class scored above 500 on the verbal and sixty-nine percent scored above 500 on the mathematics portion of the test. Seventy-seven percent of the class went on to four-year colleges and thirteen percent went on to two-year colleges or other post-secondary schooling. The Class of 2002 also had eleven commended students in the National Merit Scholarship Program.

The Band, Choral, Drama, Athletic and Co-Curricular programs continue to be popular among students and are thriving in their new spaces. The music program was able to occupy most of their new space this year and is enjoying the new grand piano and other equipment purchased under the building project. The remaining two music classrooms should open in the early spring. The music and drama departments are also pleased with the renovated auditorium, which opened in the fall. The athletic program is enjoying expanded space in the renovated field house and the gym, which opened for use in December. Our fields are still not complete, but we have hopes that they will be ready for use in the fall of 2003.

In general, it has been another terrific year - a second year in our new building provided a good year of stability for us. The staff and students remain grateful to the residents of Boxford, Middleton, and Topsfield for providing us with our beautiful leaning environment. We continue to strive to make our three communities proud of our students' achievements despite the bleak budget picture for the coming year. We can promise you our best efforts during these difficult times.

ART DEPARTMENT

The 2002-2003 school year has proven to be another successful one for the art department. We are very pleased with our recently completed state-of-the-art facilities in the middle and high schools. We continue to develop curricular offerings and make curricular changes in accordance with the state's education reform initiatives in both the middle and high schools. In September we hired a new photography teacher for both schools. We have seen a significant increase in both interest and production in both our chemical and digital darkroom programs as a result.

Efforts continue to be made to integrate technology into the art department curriculum. These efforts have been made easier through the addition of numerous computers to all of the studio spaces in addition to the continual updating of the iMac computer graphics lab in the high school. In addition to the aforementioned Digital Imaging program, we also offer a Computer Graphics I and Computer Graphics II program in the high school that focuses on the production of graphic design materials; a Yearbook (Media Communications) course for high school students that is produced digitally; and a middle school yearbook student activity that also produces an increasingly sophisticated product digitally. Will Davenport, Jeanmarie Fiocchi-Marden, Joe Yutkins and Yvonne Malinowski, art teachers in the middle and high schools; have been leading the charge in terms of technology in the department.

Work in the art and design courses also continues to provide pro bono design work for non-profit organizations in the community including: Topsfield Educational Foundation, Topsfield Elementary School Parent-Teacher Association, Tri-Town Council, ABC—Masconomet, Celebrating Women, and the League of Women Voters to name but a few. Additionally, the Mural Painting classes continue to paint large-scale murals that will be installed in the new schools upon completion of the building project. Many of our high school seniors are currently completing internships in a variety of art-related fields both locally and statewide--again, a strong connection to the statewide school-to-work initiative. We are always eager to identify and utilize community resources and opportunities as much as possible. We are also grateful to folks in the community who work so willingly with our students—providing them with real life experiences. If anyone has ideas for art/design-related school and community projects please give Mr. Meinelt in the art department a call to discuss them.

We are presently in the process of planning the eleventh Masconomet Art Festival, “Art from the Earth”, to be held in May. This semi-annual event brings fifteen artists and designers into the middle and high schools to share what they do with our students. We would like to publicly thank the local Cultural Councils for their continuing support of this year's festival. It is important to note that this event is open to the public. We invite you to join us for this very special day, Thursday May 8th.

The department continues to win recognition for outstanding achievement statewide and nationally through the Wang Center for the Performing Arts, “Young at Arts” program, the Sixth Congressional District Art Awards competition, the Massachusetts Art All-State Festival, the Boston Globe Scholastic Art Awards and through a number of juried art and photography competitions sponsored locally, statewide and nationally. In addition, our students continue to be admitted to the most rigorous and prestigious art colleges and universities in the country and the students continue to perform at the highest levels in the Advanced Placement Studio Art program. Because of our successes our program continues to welcome visitors from school systems across Massachusetts and New England. These visits allow us to showcase what we are doing with students as well as share strategies and approaches with other educators working in the field.

We take a great deal of pride in the achievements of not only our students but also our staff. Laurie Pearsall, Ursina Amsler, Yvonne Malinowski and Sandra Samaha continue to experience professional success outside of the classroom—having had their work exhibited in a number of solo and group exhibitions in galleries throughout New England during the past year. Jeanmarie Fiocchi-Marden and Joe Yutkins' freelance design and photography work continues to be distributed locally and nationally. And, Walter Meinelt, Art Department Chair, continues to assume a leadership role in the art education community at the state level where he serves in an advisory capacity on a number of boards. We have always appreciated the support that we have received from the community both financially (through the school budget process) as well as through attendance at our art exhibitions; requests for pro bono work; and support from many local funding sources including the Boxford, Middleton and Topsfield Cultural Councils and the Tri-Town Educational Foundation. It is this combined effort, along with the department's continuing quest for excellence that maintains Masconomet in the forefront of art education locally, statewide and nationally.

ATHLETIC DEPARTMENT

Masconomet provides twenty eight (28) sports and fifty six (56) teams for our student athletes.

In the fall season we provide nine sports with twenty one teams; (21); nine varsity, seven junior varsity and five freshmen teams.

During the winter season we provide twelve (12) sports with nineteen (19) teams; eleven varsity, six junior varsity, and two freshmen teams.

In the spring season we offer eight sports with sixteen teams; eight varsity, six junior varsity and two freshmen teams.

Last year there were 728 contests, not including state tournament games, 1143 athletes participated in our athletic program.

The Masconomet Athletic Program won the Hyland Award for the 2001-2002 school year.

Twenty two athletes were All League selections.

Athletic training coverage is available every day after school from 2:15-5:30PM and at all athletic contests during the weekend, plus HOME night contests of hockey, wrestling and gymnastic competitions.

BUSINESS AND COMPUTER EDUCATION DEPARTMENT

The Business Department has been reorganized and renamed. The new *Business and Computer Education Department* reflects the addition of the professional staff previously under the direction of the Technology Department. These additions represent an increase of 4 staff members, and add Video Technology and a Middle School presence.

The Business and Computer Education Department offers a total curriculum that deals directly with the development of business skills and techniques through a structured program which promotes both personal and educational growth. Students are given the opportunity to investigate the areas of computer science, accounting, business management, technology and the world of work, and to develop skills that enhance their ability to be functional members of society.

Masconomet's web site www.masconomet.org has continued to generate a sharp increase in popularity on the world wide web this year. Visitors have come from all over the world viewing the information about our school, as our overall traffic has increased over 400% since last year. This site has been developed and maintained by Joseph Czarnecki and the Computer Science students. We continue to advance the capabilities of the internet and anticipate even greater success in the coming years. The Department hopes to physically maintain the web server at Masconomet in the near future. Visit our site and stay up on Masconomet community information and news.

The partnership developed between Masconomet and Bank North has been invaluable. The banking program enjoys a tremendous success and the students find it a worthwhile experience. The current bank supervisor, Donna Emerzian, is doing a great job with the students and has been very accommodating to the needs of the Masconomet community. We currently have students working at the Bank North branch offices in Middleton, Topsfield, Boxford, and Georgetown.

The Business and Computer Education Department's faculty has always demonstrated an appreciation for and sensitivity to the diverse Masconomet student population. We recognize the unique position of the Department to make business and computer education an integral part of a balanced program of studies in a comprehensive school.

ENGLISH DEPARTMENT

This has been an exciting and innovative time for the English Department. In the Senior High School we have five new teachers who have quickly and successfully settled into providing excellent instruction for Masconomet students. In addition, they have initiated or helped to initiate a number of exciting projects that promise to enrich the educational experiences of our students. These include the implementation of Literary Circles in grade 12 and the creation of *Exit 51*, a school wide student literary magazine. Those projects complement and reinforce other English Department efforts such as the Masconomet Book Club, which continues to thrive and the encouragement all English teacher offer in connection with the many writing contests our students enter. This encouragement proved fruitful this year as a number of Masconomet students won recognition for excellence in writing in competitions such as the Wang Center's annual Young at Arts program, the Essex County Newspapers writing contest, and the Ipswich based Veterans for Peace poetry contest. In the Middle School innovative approaches to instruction have enhanced the regular program. For example, near Christmas students in Grade 8 participated in learning about the African holiday, Kwanza and more recently students in Grade 7 had the opportunity to listen to a moving address by the son of Holocaust survivors. Furthermore, Grade 8 teachers continue to collaborate on a restructuring and strengthening of curriculum which will make learning both more meaningful and enjoyable for students.

The English Department is delighted with the fact that 100% of this year's senior class successfully passed the MCAS examination. While there are a few students in Grade 11 who still need to clear that hurdle, it is also true that the majority of Grade 11 students who took the MCAS retest in December of 2002 passed. This good success is due in large measure to the efforts of English teachers, the Senior High School Writing Tutors and the Special Education Department who formed tutorial teams this year to improve the performance of students who did not pass MCAS the first time. In an initiative to make English instruction more coherent for students, English teachers have agreed to list the final examination question, which is the essential question for each course, on the syllabi that we give to students in September of each year. This change will occur in September of 2003 and we anticipate will provide focus and direction for both students and teachers as the academic year progresses.

Members of the Masconomet English Department had been very active in professional development activities throughout the year. At least seven members of the Department participated in the excellent Harvard based Teachers as Scholars program and returned to Masconomet deeply enriched by those courses. Furthermore, some English teachers are enrolled in Masconomet/Salem State College Masters program and others have attended conferences on such topics as English AP instruction. Two department members have participated as members of NEASC visiting teams in preparation for the visit Masconomet will host next fall. Finally, English Department Head, David Donavel, along with two colleagues, one from Manchester High School and another from North Shore Community College (a person who used to teach at Masco) have been invited to present their Hawthorne in Salem website at the national NCTE conference in San Francisco in November, 2003

FOREIGN LANGUAGE DEPARTMENT

The Foreign Language Department enjoyed a very active and successful year under the leadership of department head Jeanne Clawson, assisted by secretary Cathy Graziano and new teacher aide Jill Chamberlain. The high school staff welcomed new teachers Joanne Megna-Wallace (French), Peter O'Meara (Spanish), Elisabeth Tollman (German) and Ryan Lebro (part-time French) while Annette Conklin (French) joined the middle school staff. Students continued to study French, German and Spanish at the middle school level while high school students studied French, German, Italian, Russian and Spanish. The percentage of students studying foreign language both at the middle and high school level continues to be high compared to participation in foreign language programs nationally. At present, 94% of middle school students study a foreign language. Of that 94%, 9% study German, 35% study French and 52% study Spanish. At the high school level, 81% of the students study Foreign Language. Of these students, 2% study Italian, 7% study German, 23% study French, 66% study Spanish and 7% study Russian.

Foreign exchanges, trips, clubs, and honor societies continue to thrive at Masconomet Regional High School. Twenty-nine students participated in exchanges with France and Costa Rica. Foreign Language Club provided students with valuable opportunities to explore language and culture beyond the classroom. More than forty students of French traveled to Quebec in April, while fifty-two students headed to the Big Apple last September for the annual Spanish-Social Studies trip to New York City. The French, Spanish and German National Honor Societies proudly inducted 36 new members in March. Beyond the above, the Foreign Language Department celebrated National French Week with a concert featuring internationally renowned performer Eric Vincent, National German Week with guest speakers and Foreign Language Week with a Mardi Gras themed International Dinner. Community service projects benefiting Serving People in Need, HAWK and Masconomet's sister school in San Marcos la Laguna, Guatemala were also successfully realized. These celebrations and fund-raising activities took place in both the high school and the middle school. Information about these and other events is available on the Foreign Language Department web page.

Curriculum revision has been the principal occupation of the Foreign Language Department beyond maintaining quality academic and extra-curricular programs. This is due to the upcoming NEASC evaluation for the high school and the anticipation of students with a formal elementary school Spanish background coming to the middle school in the fall of 2003. All of the teachers in both schools have met regularly to examine the scope and sequence of courses in all languages from grade 7 to grade 12, and to make recommendations for change. A core group of teachers meets after school on a bi-monthly basis to coordinate this effort. In addition, a contingency of middle school teachers have worked with the elementary school teachers of Spanish to develop and administer a test to all grade 6 students. The data acquired from this test will aid these teachers in revising the grade 7 Spanish curriculum to better meet the needs of the incoming seventh graders. An additional focus for the high school staff has been learning to operate the new Tandberg language laboratory and incorporate its use into the established foreign language curriculum.

MANAGEMENT INFORMATION SYSTEMS

Management Information Services continues as a support department providing technology to every member of the Masconomet community. The addition of personal e-mail to staff and students also adds the ability to create calendars, workgroups, building utilization reports, and task lists.

Business and Computer Education and Management Information Services have been placed under one director. The merging promotes a team approach to business and technology, and provides our students with real world resources. As technology changes within the Masconomet structure, the team approach will promote this knowledge to every member of the Masconomet community.

The Masconomet Middle School moved into their long anticipated new building with an additional 410 new workstations, and 5 additional servers. Like the High School, these computers feature Windows 2000 and Office 2000 premium in addition to a large variety of software. All users in both buildings, including all students, are now required to log on to any computer in the building using their own account and their settings and network storage folder will follow them. The total number of available workstations at Masconomet now numbers slightly over 1,000.

Among the major improvements to the overall system, this year Masconomet now offers personal e-mail accounts to not only teachers and staff, but to every student. In addition to checking mail within the school, this system allows one to check from anywhere with Internet access. The new system also adds the ability to create calendars, workgroups, building utilization reports, and task lists.

With the conclusion of the building project comes the addition of a school based web server, replacement of an additional 160 desktop computers (mainly in HS media , Business Lab, Guidance, and Science rooms), and improvements in network connectivity. The union of Business and Computer Education will ensure our students experience a real-world, sophisticated technology.

In order to maintain this increased level of technology, a full-time network engineer, an assistant network administrator and two full-time technology technicians will be needed in FY04. Their work has been thus far enthusiastically received by the staff and has been crucial to the continuing implementation of technology in the District.

MATHEMATICS DEPARTMENT

Summer 2002 was a busy time for Masconomet's middle school math teachers. June meant packing and preparing for the move to the new middle school. In June we also bid farewell to Donna O'Neill. Donna came as a student teacher in the late 60's and stayed for more than thirty years teaching seventh graders about the power, beauty and mystery of mathematics. Patricia Basso Bryan joined Team 7 White and job shared with Denise Tenanty for the 2002 – 03 School Year. Following the adoption of Impact Mathematics for students in grades 6 – 8, middle school math teachers have met regularly with sixth grade math teachers from the Tri-Town Union to discuss full implementation of the program this year in grades 6 and 7 and prepare for next year's implementation in grade 8. In addition, Masconomet's middle school math teachers have used early release time to work together on implementation issues. These have included: questions about pacing, the integration of technology into the core curriculum, accommodations and modifications in keeping with students' individual educational plans and 504 plans and the development of a wide range of assessments to

address different learning styles. As spring arrives, teachers are waiting for the installation of hardware that will allow Masconomet to participate in WeatherNet™ educational programs. This equipment will provide information for daily weather forecasts that will become part of the morning announcements. In addition, students and teachers will have access to a wide array of real life data for analysis in all math classes.

Summer 2002 brought unexpected changes to the high school mathematics department as both Bob Cleary and Florinda Iascone resigned after accepting positions in other area high schools. Bob has returned to Lynnfield High School as the assistant principal and Rinda joined the faculty of Winchester High School. Paula Utter and John Chiffer joined the department as ninth grade math teachers after long and successful careers in industry. During second semester they have worked closely with Kristin Vachon on the second annual Architectural Fair. As a culminating experience, geometry students must design a vacation house or office building that reflects their understanding of geometric concepts including area, symmetry and similarity. Math teachers continue to make effective use of classroom technology to enhance instruction. Denise Tenanty has designed a web site providing parents and students access to a variety of MCAS-related resources. In addition to practice examples sorted by content strand (number sense; patterns, relations, algebra; geometry; measurement and statistics, data analysis and probability, students can also solve problems on-line and submit their work for corrections and comments.

PHYSICAL EDUCATION

The program in Physical Education is designed to promote growth and development, to foster and maintain physical fitness, to teach activity skills and to contribute to social, personal and intellectual values.

The basic objective of the program is to offer to all students a variety of activities for leisure time and carry over value so that they will be participants, not spectators.

Physical Education is one of the media within the school program that fosters the development of social-emotional objectives such as cooperation, competition, sportsmanship, leadership, teamwork, release of tensions and enjoyment.

The Middle School student participates in Physical Education 3 times per cycle.

The High School Physical Education program is now a multi-graded elective program for grades 9, 11, and 12.

Students will develop their own physical fitness program by combining strength and cardiovascular activities in the school's new exercise facility.

Students are required to take 2 semesters of Project Adventure before their junior year.

SCIENCE AND TECHNOLOGY DEPARTMENT

With the move this fall to the new middle school facilities, the entire Science and Technology department is now enjoying outstanding classrooms, much improved access to computer technology and a lot of updated equipment. This has resulted in a vastly improved working and learning environment. Our program offers students a diverse, engaging and academically challenging experience, which prepares them well for citizenship and/or pursuit of a career in the sciences, engineering and technology. Teachers in grades 7 –12 are now making extensive use of the new computer technology throughout our curriculum.

Some of the highlights of our curriculum include courses in Architecture, CAD and pre-Engineering, which use state-of-the-art computer software such as ArchiCAD and PTC ProDesktop. Mr. Miele, who is a certified trainer of teachers in the PTC software, enabled us to acquire this software at virtually no cost to the District. His students have produced some truly impressive results with these programs. Our new grade 7 Technology Education program has been a resounding success. This program is project and computer-based and introduces students to such topics as plastics manufacturing, and automobile design.

Our students have also participated in interesting programs, such as the State Science Olympiad, a forum on Bio-terrorism, and speakers on environmental contamination and on the Ipswich River watershed. Field trips have included the New England Aquarium (gr. 7 and 9), Parker River National Wildlife Refuge for Students in AP Environmental Science, an oceanographic study in Boston Harbor (gr.9) and the State Police Forensics laboratory (gr. 11). MCAS testing for science and technology is still in the try-out stage so no results have been available yet, but we are making certain that the curriculum frameworks are given the highest priority in grades 7 – 10, where testing will occur.

The teachers in the Science and Technology department have engaged in a great many professional activities. For example, Mrs. Jolley attended a one-week workshop on food safety in Washington, D.C., sponsored jointly by the National Science Teachers Association and the Food and Drug Administration. She also attended a National Conference in Portland Oregon, funded by this program. Mrs. Ryan has been developing many web-quests and has also developed a program (Bloom Buddies), which has students produce flower arrangements for elderly residents of Masconomet Health Facility in Topsfield. Mrs. Markos worked as a consultant for a company that has produced an innovative Physics program, which we are using in grade 9 science, Mrs. Tomasino and Mr. Cobb have developed a nature trail on the school grounds and Mr. Uhrich continues to teach Anatomy and Physiology at the Lahey Clinic in Burlington. In addition, several of our teachers have been nominated for teaching awards. Many of our teachers participated in summer workshops on biodiversity and on biotechnology and many more are now engaged in the Field-based Masters program, which was recently instituted at Masconomet.

SOCIAL STUDIES DEPARTMENT

Masconomet Social Studies is committed to provide our students with a strong foundation in history and the social sciences. The course sequence is coordinated with the elementary districts in order to insure consistency and adherence to the History and Social Science Frameworks of the State of Massachusetts. Our students will leave Masconomet with an awareness of their rights and responsibilities as citizens, as well possessing the skills of decision-making. New teachers were hired in FY03. Rebecca Iseman teaches in grade 7 and Jared Scarpaci and Daniel Santella in grade 9. They bring a wealth of information and excellent pedagogy to our team.

Over the year, grade 7 students have been immersed in the cultures of Africa, South America and India through their project based learning approach. They were even treated to an African Drummer from Senegal, who not only shared his drumming skill, but also a view of the value systems of his people. Grade 8 students have had the unique opportunity to work with antique newspapers from times going back to the War of 1812, slavery, Civil War and Westward Expansion. We appreciate the support of the TriTown Educational Foundation for this project.

Through the work of grade 9/10 teacher, David Gavron and a grant from the Arts Councils of each town, we will bring Sonia Weitz, a Holocaust survivor and another to Masconomet to discuss her experiences. Grade 11 American History students will participate in a Model Congress in March and

were part of an internet based Mock Election last November. To help prepare for the vote, students researched a number of on-line sites and were visited by State Senator Bruce Tarr who provided his own insights. They are also working on a detailed Family Biography project as a yearlong study, reflecting on the life and times of their grand parents. The A.P. U.S. History students participated in National History Day, a program similar to a science fair, but for history. Our sociology classes devised a food and clothing drive for the Crombie Street Shelter in Salem.

Lastly, over sixty students participated in our Model United Nations program. They needed to take on the viewpoint of a diplomat for a foreign country while attempting to reach a consensus with other delegates from schools across the United States, Europe, Canada and South America. Teams participated in the simulation at Harvard University in December and in New York at the United Nations in March.

SPECIAL NEEDS DEPARTMENT

With the new high school built and our students and staff comfortably settled in to their environs, this year saw the completion of the renovation project of the former high school turned middle school. In addition to providing our middle school students and staff with bright, clean, and user-friendly classrooms, these new walls provide space for special education classrooms in several different areas throughout the building. With this new design - compliant with Federal Department of Education Regulations - special needs students can receive the services they need in close proximity to their mainstream classes. Although staff are a bit more spread out, communication is enhanced by the school-wide technology system.

While the middle school staff settles in to their new facility, the high school staff has been busy servicing more and more students within the mainstream classroom setting as well as participating in the NEASC study. Expanding on a very successful, but limited, inclusion model which has been in place for a number of years, the high school special needs staff has expanded its presence in mainstream classes. In the middle school, for the second year in row, every team offers inclusion opportunities in English, math, science and history classes. All of these inclusion classes are supported by one or more members of the Special Needs staff and include a limited number of students with identified special needs. Our goal continues to be the involvement of students, to the greatest extent possible, in the general education program. While some students continue to benefit from (and require) smaller, more individualized classes, taught by special educators, most of our students benefit from the breadth and depth of the curriculum provided in the mainstream classes. And, with appropriate support and accommodations, most of these students are meeting with success.

This year has seen the expansion of teacher training and student use of assistive technology and the implementation of a \$75,000 grant to support students with Autism Spectrum Disorders (ASD). With the help and support of our Assistive Technology Team and the technology department, training and use of the *Kurzweil 3000* software program and *Dragon Naturally Speaking* is underway. For example, staff in the Masconomet Field Based Masters Program and the members of the assistive technology team have been trained in using these tools. With the ever-expanding opportunities for using assistive technology in our district and the possibility of our students using Kurzweil to access the MCAS tests this spring, we are very excited about the opportunities our students now have. Mary Channell, the grant funded Autism Specialist, has also been an invaluable asset to our school and our students. As part of her work at the middle and high school, Mary has educated staff and parents about Autism Spectrum Disorders. In addition to supporting, training, and consulting with staff, parents and students at Masconomet, Mary also spends time at the elementary schools. Our future students are benefiting now from Mary's expertise.

While we were pleased with the success of most of our students on the MCAS given in the spring, some students in the Class of 2004 did not pass one or more of the tests. A passing score on the English/Language Arts and the math tests is required for graduation beginning with the Class of 2003. Students in that class, who did not pass both required sections, were provided with intensive remediation in the fall. In December, most were retested. We are thrilled to announce that every special needs student in the Class of 2003 has passed the MCAS test. We hope to be able to report the same level of success next year as our Class of 2004 takes on the challenge of MCAS.

We continue to be pleased with the overall success and progress of our students. Their success comes from their own work ethic and motivation, as well as the support and encouragement they receive from their teachers, tutors and, of course, their parents.

ANNUAL REPORT
OF THE
MASCONOMET REGIONAL SCHOOL DISTRICT

SENIOR HIGH SCHOOL

The end of the 2002-2003 school year closed our second year in the new building. The Class of 2003 graduated on June 6th with 276 graduates. The Graduation ceremony and Class Night were held in the Field House with a record crowd for a larger graduating class.

The 2003-2004 school year, our third in the new building, began smoothly with almost all interior construction activities completed. However it was still a busy time for the staff as we were in the final stages of preparing for our NEASC accreditation visit at the beginning of October. The entire process in preparation for the visit took over two years to complete. We were well prepared when the visiting team arrived on September 30th for a four day stay. The final report will be released at the end of March to the public.

We began the school year with a much reduced staff and a population increase of over 60 students. Because of budget problems, the high school teaching staff was reduced by 7.5 teachers and we lost all our writing and math tutors, several secretarial support positions, a counselor, and a part time nurse. The department heads no longer have clerical support and the students no longer have access to writing or math tutors. Class sizes are much larger and we cut several electives from the program. The school year also began with a much improved parking situation for students and we were able to accommodate all seniors and some juniors for parking. However, they were faced with a much larger parking fee due to budget issues. The students also faced high extra-curricular fees because of budget reductions. The numbers of students participating in sports has remained fairly constant, but the number of students in clubs has gone down. We also have some clubs that did not run because of low participation. Hence the extra-curricular opportunities have been reduced for students.

We held our seventh year of a freshmen orientation for Class of 2007, our largest class with 352 students. The freshmen team of teachers organized the day and they were assisted by upper classmen who serve as peer leaders. The Class of 2007 has made a successful transition to the high school thus far and they continue working in their orientation mentoring groups for several special class activities. The Senior Intern Project continues to be a popular choice for students, also. In the Class of 2004, over 260 seniors have opted to participate in the program. The Senior Projects will once again culminate with a public exhibition in late May. Team activities continue at all grade levels. This year we added a program for sophomore girls and one for freshmen boys as part of the mentoring program. Examples of other parts of the mentoring programs are the workshop for freshmen girls, the program for sophomore boys, class field trips to several places followed by discussion groups, and the Internship Fair.

This year brought us good MCAS news for the Class of 2004. After the re-test held in November, only one of our seniors still needs to pass the MCAS in mathematics to graduate. He took another re-test in March and we are waiting for the results. The Class of 2005 also did well on the tests last spring. Overall the scores were significantly above the state averages, and our failure rate was relatively small. At this writing we administered the MCAS retest in March to 3 students in English and 10 students in math in the class of 2005 who either have failed the test or are new to MA public schools. We continue to provide support classes and individual tutoring during the school day for students who failed the MCAS at the 8th grade or 10th grade level and a summer school review option for students. We have on-line opportunities for MCAS review, as well.

The Class of 2003 was a very successful group. About ninety-three percent of the class took the SAT I and the average score for the class was 556 in verbal and 570 in mathematics, which is well above the national average and above the average of last year's class. Thirty-three percent scored over 600 in verbal and thirty-nine percent scored over 600 in mathematics. Seventy-two percent of the class scored above 500 on the verbal and seventy-five percent scored above 500 on the mathematics portion of the test. This is again higher than the Class of 2002. Eighty-seven percent of the class went on to four-year colleges and seven percent went on to two-year colleges or other post-secondary schooling. The Class of 2003 also had five commended and three finalists in the National Merit Scholarship Program.

The Band, Choral, Drama, Athletic and Co-Curricular programs continue to engage many of our students. The band and chorus students continue to achieve at high levels and garner recognition at the local, regional and state level. The Drama program put on two productions this year. One was a group of three films produced and directed by students and the other was the musical *Tommy*. Despite the high fees, all levels of all athletic teams survived and thrived. We did lose some clubs because of low participation because of the fees, but some of these fees have been re-structured for next year and we hope the clubs will return to their former number and strength. At Masco we have always prided ourselves on our diverse extra-curricular offerings in addition to our academic offerings. We are often complimented on our "well-rounded" graduates.

In general, it has been another great year, and the staff has adapted to the budget reductions quite well. However, by this time of year the larger class sizes and reductions in support staff are taking a toll on both students and staff. We continue to strive to make our three communities proud of our students' achievements despite the continued tight budget for the coming year. We also continue to promise the residents of Boxford, Middleton, and Topsfield our best efforts during these difficult times.

MASCONOMET MIDDLE SCHOOL

Currently, our school enrollment stands at 730 students. Students are distributed among six separate teams, each taught by a core of four academic teachers (English, Mathematics, Social Studies and Science). Courses in Foreign Language, Reading, Art, Music, Health, Consumer and Family Living, Technical Education and Physical Education complete each student's schedule. With few exceptions, students are engaged in classroom activities every period of each school day. The administration of the middle school consists of the Principal and Assistant Principal along with the district department heads.

Our academic teams continue to focus on the individual cognitive and affective needs of their students by identifying specific learning styles for each student, developing coordinated curriculum within the team, and communicating with parents, specialty teachers and guidance counselors. The team approach has provided a very successful transition between the sending elementary schools, and our subject-centered high school. Extra-curricular activities include Student Council, Math Team, Destination Imagination, and . "Masco Excels", a daily after-school activities program.

Over the past several years, student results from the MCAS tests given to middle school students in English, Mathematics and Science and Technology have been very positive. In fact, in recognition of our consistently high English and Math scores over the past three years, we have twice been named an "Exemplary School" by the Massachusetts Department of Education.

This year has been particularly rewarding to our faculty, staff and students. We have been blessed by a new, state-of-the-art facility, a well trained and energized faculty, and a very active and enthusiastic student body- all of which makes this school a great place in which to learn.

ART DEPARTMENT

The 2003-2004 school year has proven to be another successful one for the art department. We all continue to enjoy and benefits of our state-of-the-art facilities in the middle and high schools. We also continue to develop curricular offerings and make curricular changes in accordance with the state's education reform initiatives in both the middle and high schools. We are most excited about adding Advanced Placement Art History to our offerings in the high school next year. In September we hired a new graphic design teacher for the high school who came to us directly from a twenty-year career as a graphic designer in New York and Boston. As a result, we have expanded our ability to offer pro bono design work to not-for-profit groups in the Tri-Town communities such as: the Topsfield Educational Foundation, Topsfield Elementary School Parent-Teacher Association, Tri-Town Council, ABC—Masconomet, Celebrating Women, and the League of Women Voters. Additionally, the Mural Painting class continues to paint large-scale murals that enhance the beauty of the new school. Many of our high school seniors are currently participating in internships in a variety of art-related fields both locally and statewide--again, a strong connection to the statewide school-to-work initiative. We are always eager to identify and utilize community resources and opportunities as much as possible. We are also grateful to folks in the community who work so willingly with our students—providing them with real-life experiences. Please contact us with any suggestions that will help us toward this end.

Last year's eleventh Masconomet Art Festival, "Art from the Earth", was a huge success. This semi-annual event brings fifteen artists and designers into the middle and high schools to share what they do with our students. We would like to publicly thank the local Cultural Councils for their continuing support of last year's festival. This year we are sponsoring the Empty Bowls Banquet in May. The Empty Bowls project was begun a number of years ago by an art educator from Michigan in an effort to raise awareness about world hunger. Masconomet middle and high school students have crafted approximately 600 ceramic bowls that will be sold to those who attend the banquet. They will be filled with soup and served along with bread and salad. Participants will then take the bowls with them when they leave to remind them of the importance of working to alleviate world hunger on a daily basis. Funds raised through this worthwhile program will be distributed to local food pantries and homeless shelters. The local Cultural Councils, the Masconomet Parent Advisory Council and the music and food service departments at the school have also supported this project.

The department continues to win recognition for outstanding achievement statewide and nationally through the Sixth Congressional District Art Awards competition, the Massachusetts Art All-State Festival and the Boston Globe Scholastic Art Awards. This year Masconomet was the winningest school in the state of Massachusetts in the Globe Show! In addition, our students continue to be admitted to the most rigorous and prestigious art colleges and universities in the country and the students continue to perform at the highest levels in the Advanced Placement Studio Art program. Because of our successes our program continues to welcome visitors from school systems across Massachusetts and New England. These visits allow us to showcase what we are doing with students as well as share strategies and approaches with other educators working in the field. Of course this success grows out of the dedication of an excellent professional staff in both schools—a staff that continues to not only work tirelessly in the classroom but outside of it as well. Many of Masco's art teachers continue to exhibit their work

in and around Boston. They also continue to play an active leadership role in a large number of state and national art education programs and initiatives.

We have always appreciated the support that the art department has received from the community both financially (through the school budget process) as well as through attendance at our art exhibitions; requests for pro bono work; and support from many local funding sources including the Boxford, Middleton and Topsfield Cultural Councils and the Tri-Town Educational Foundation. It is this combined effort, along with the department's continuing quest for excellence that maintains Masconomet in the forefront of art education locally, statewide and nationally.

ATHLETIC DEPARTMENT

Extracurricular activities are not a division but rather an extension of a good educational program.

Students who participate in activity programs tend to have higher grade point averages, better attendance records, lower dropout rates and fewer problems than students generally.

Masconomet provides twenty eight (28) sports and fifty six (57) teams for our student athletes.

Last year we had 1217 participants in our athletic program.

Twenty four athletes were All-League selections.

The Masconomet Athletic Program won the Hyland Award for the 2002-2003 school year. This is the 9th straight year for winning this award. This award goes to the Cape Ann League school that has the best over overall record for the year, based on both boys and girls teams.

BUSINESS AND COMPUTER EDUCATION DEPARTMENT

The Business and Computer Education Department offers a total curriculum that deals directly with the development of business skills and techniques through a structured program, which promotes both personal and educational growth. Students are given the opportunity to investigate the areas of computer science, accounting, business management, technology and the world of work, and to develop skills that enhance their ability to be functional numbers of society.

Masconomet's web site www.masconomet.org has continued to generate a sharp increase in popularity on the World Wide Web this year. We continue to advance the capabilities of the Internet and anticipate even greater success in the coming years. The Department now physically maintains its own web server at Masconomet. This provides a large savings as previous costs were rising with the increase of traffic to the site. In addition Masconomet now has the ability to host up to 32 additional sites using existing technology.

The partnership developed between Masconomet and Bank North has been invaluable. The banking program enjoys a tremendous success and the students find it a worthwhile experience. The current bank supervisor, Donna Emerzian, is doing a great job with the students and has been very accommodating to the needs of the Masconomet community. We currently have

students working at the Bank North branch offices in Middleton, Topsfield, Boxford, and Georgetown.

The Business and Computer Education Department's faculty has always demonstrated an appreciation for and sensitivity to the diverse Masconomet student population. We recognize the unique position of the Department to make business and computer education an integral part of a balanced program of studies in a comprehensive school.

ENGLISH DEPARTMENT

Throughout the 2003-04 school year the English Department has continued to press forward with a number of innovative initiatives, most of which have shown strong educational promise. In grade 7 the Red team English class played an integral role in the highly successful Africa Festival. This is the first year that English courses in grades 8-12 have been built around essential or central questions. So far, it appears that these questions are providing focus for individual courses, which was the aim of using them. It also appears that the sequence of courses in the department may also gain greater coherence due to the way in which the central question in one year builds upon the work done in the previous year. The Honors Option in the grade 8 CP program continues to show promise. A pleasingly large number of students have chosen to task themselves with more sophisticated work and most of these are discovering that they are capable of success. In many courses, English teachers have continued to experiment with literary circles and have found students responding so positively to this sort of work that they have expanded the practice so that students in some classes are now involved in both writing circles and poetry circles, where, once again, they are demonstrating good success. In addition, the Book Club in the senior high remains a viable way for interested students to expand the scope of their reading and *Exit 51*, after a very successful publication last year, continues to provide many students an outlet for their creative writing while it provides a smaller number good experience in the editing and production of a periodical.

New initiatives this year include collaboration between the grade 11 English and Social Studies teachers in aligning the two curricula so that students studying American History in Social Studies classes will have the enriching experience of reading literature in their English classes that is tied to appropriate historical eras and issues. English teachers are leading a new study group aimed at trying to identify and develop instructional strategies that are particularly effective with our large CP population. The anticipated result of this work has the potential to improve instruction across the subject areas. English teachers in the CP2 program have recently met to try to find ways to improve the curricula in grades 9-12 so that these students have a better chance at leaving Masconomet as enthusiastic and confident readers and writers. This initiative involves both project-based learning, the result of collaboration between Kara Barbalunga, Mary Mahoney and Nancy Barry, and a more widespread effort to reassess the texts and techniques we have been using in the entire program. Tom Trevenen continues to explore the uses of technology in instruction by means of on-line discussion through Blackboard.com.

That these efforts continue to yield gratifying results is suggested not only by the continuing high marks the English Department receives in the annual survey the Guidance Department conducts of recent Masconomet graduates, but also in the recognition our students receive while they are enrolled here. This year, for example, we have a number of students who have had poetry accepted for publication as a consequence of their entering various writing contests. One student each in grades 7, 8, and 10 will publish and two students in grade 9 will join them. In addition, two eleventh graders will represent Masconomet in the annual National Council of Teachers of English Awards in Writing Competition. Finally, a Masconomet senior enrolled in the

Journalism course won the FoxSportsNet Fancaster contest, which meant that he traveled to Boston to participate in the televising of a Boston Celtics game. These high profile successes are pleasing, of course, but no more so than the regular excellence of the teaching and learning that occurs day after day in English classes throughout the school.

FOREIGN LANGUAGE DEPARTMENT

The 2003-04 academic year brought some changes to the staff of the Foreign Language Department. High school Spanish teacher Mr. Andrew Martinez, who retired in June of 2003, was not replaced due to cuts in the budget. Part-time French teacher Mr. Ryan Lebro was not rehired for the same reason. Middle school teachers welcomed the addition of Mr. Miguel Angel España, a visiting teacher from Spain, who filled in for Mrs. Stephanie Derocher, who is on a two-year leave of absence. French and German teacher Mrs. Kristen Eaton returned to the middle school in a part-time capacity after a two-year maternity leave.

The program of the Foreign Language Department also underwent many changes, mostly due to reductions in the budget. High school students studied French, German and Spanish only, as Italian and Russian were not offered. The Independent Study in Basic Latin at the middle school was not offered, either. Special programs such as National French Week, National German Week, Foreign Language Week, the high school Foreign Language National Honor Society, fund-raisers for our sister village in Guatemala, and the administration of National Exams in foreign language were suspended due to a lack of clerical support and the resulting increased responsibility upon the department head and teaching staff. The only activity held was the International Dinner, which is a needed fund-raiser for the Foreign Exchange Programs. Both the Spanish and German Exchange Programs were postponed until next year as new partnerships are being formed, and the French Exchange was one-sided with Masco students traveling to Rennes under the leadership of French Exchange Coordinator Mrs. Joanne Megna-Wallace and principal Pamela Culver. The annual Interdisciplinary Spanish-Social Studies trip brought over 40 students to New York City for two days of educational activities while the bi-annual trip to Quebec City provided students of French a chance to practice their skills in Canada over the Memorial Day weekend.

The focus of departmental activity this year was the continued revision and documentation of curriculum. The high school staff dedicated many hours to preparing for the NEASC visit in addition to completing the curriculum schematics in French, Spanish and German with their middle school colleagues. Teachers took advantage of many professional development opportunities, attending conferences like the Massachusetts Foreign Language Association's annual convention and the Harvard University "Teachers as Scholars" program. The high school staff also continued training in the operation of the language laboratory, which has become an essential tool of instruction.

GUIDANCE/HEALTH EDUCATION/HEALTH SERVICES DEPARTMENT

Guidance

The Masconomet guidance department strives to serve **ALL** students. In order to help each student feel "connected" to an adult at Masconomet, the counselors attend to the student's individual, emotional, social, and academic needs. The counselors meet as frequently as possible with their counselees, individually and in small groups, to establish and maintain a rapport so

that students will feel comfortable discussing issues important to them and realize their counselor truly cares about their entire life.

In the middle school the counselors initiate and take part in the 7th grade orientation program that takes place on the first day of school. This is followed by a classroom presentation and discussion by the student's counselor, with all seventh grade students utilizing a well-designed curriculum. In the late fall, 7th grade students take a learning styles inventory to better understand how they learn. This is followed by group discussions with their counselor. Counselors also use "Career Choices" to assist students with their future plans. To help students be successful in Grades 7 and 8, counselors make an effort to communicate with parents via the Guidance Web page, telephone, e-mail, coffees, notes, and parent/teacher conferences. This year the department increased the number of programs that relate to health issues due to the elimination of the 7th grade health program. For example the Improbable Players are presenting a production of *Ill Never Do That Again!* to parents and children through a grant written by members of the guidance department.

The high school counselor treats high school students as young adults; however, there is still a need for communication with parents and teachers, which is done on a consistent basis. As noted above, college, career and personal counseling begins in the 7th grade and continues until the students graduate from high school. The counselors meet with each of their counselees in class size meetings, small groups, and individually. We have found that there is no replacement for personal attention; therefore the counselors spend a great deal of their time with students individually to discuss their current concerns and to help them accomplish their goals. The Masconomet community is accustomed to a guidance program that positively affects all students. Problems seen in surrounding communities are often avoided due to proactive developmental educational programs. Counselors are skilled with the college process. Each counselor endeavors to learn as much as possible about colleges in order to assist students with their search for undergraduate institutions that best fit their educational and social needs.

Health Education - Grade 8 Health

This course begins with a model for Responsible Decision Making which is utilized in examining personal responsibility and health in each of three units: Sexuality (anatomy and physiology), postponement, contraception, sexual abuse; AIDS (cause, pathogenesis, prevention, transmission modes); and Substance Abuse (alcohol, illicit drugs, drug addiction).

Consumer Science and Family Living:

Family Living and Consumer Science is a trimester long health course offered to 8th graders. The purpose of this course is to provide students with knowledge and skills that promote responsible decision making and wellness. Based on the Massachusetts Comprehensive Health Curriculum Frameworks, Family Living and Consumer Science presents 3-4 units covering the topics of Family Life (group dynamics), Ecological Health (interdependence between the environment, human action and health), Nutrition and Consumer Education. A nutrition lab is included in this course.

Comprehensive Health & Wellness:

Required for graduation, this course is a comprehensive look at the influences that affect our health. Topics include Disease (Disease Model, Cancer, HIV/AIDS, Depression & Suicide, Eating Disorders), Substance Abuse (Drugs, Addiction, Alcohol, Illicit Drugs, Steroids), Sexuality (Reproductive Anatomy, Physiology & Dysfunction, Sexual Orientation, Sexual Abuse, Pregnancy & Childbirth, Parenting, Contraception, Making Sexual Decisions, Postponing Sexual Activity, Romantic Relationships), Nutrition (Diet Analysis, Weight Maintenance,

Health Services

The nurses (one position in each school) provide a wide variety of services for the students and staff including scheduling and assisting with physical exams, hearing and postural screenings, administration of daily medications, reviewing and recording emergency cards and all physical exams required for athletic participation. The nurses advise students regarding personal health concerns and consult with parents and students primary care physicians on health matters. Student health records are continually updated and maintained on the computer. Student visits to the health offices have increased considerably in the past year. Total visits per day are averaging 50-60 students with those numbers increasing during the winter months in addition to the increased number of staff visits and staff inquiries relative to students. There are more students attending school with increased medical and emotional needs than in years past, placing an even greater demand on each school nurse.

MATHEMATICS DEPARTMENT

August 2003 found 75 incoming seventh graders at Masco for a one or two week mathematics camp. Students could choose to concentrate on basic skills or a review of key concepts. Many students opted for both. Middle school teachers Kristi Lavalley, Courtney Monaco and Denise Tenanty taught the classes. Feedback from both parents and students indicated that the program was a success and plans are in the works to continue and perhaps expand the program for August 2004. During the 2003 – 2004 school year, middle school mathematics teachers are completing the implementation of Impact Mathematics. For the first time, students in grades 6, 7 and 8 are using the same instructional program. This consistency allows for smoother transitions from grade to grade – especially as students enter middle school. Middle school math teachers continue to work with sixth grade math teachers from the Tri-Town Union to facilitate the implementation process. Also during this school year, a group of parent volunteers worked with department chairperson Denise Tenanty to re-examine whether the start of the accelerated program should be delayed until grade 8. Survey results from parents of students in grades 4 – 9 as well as students in grades 7 – 9 and interviews with middle school personnel led the task force to recommend that the program continue to begin in grade 7. The district's school committee accepted the recommendation and final plans are underway so that the placement process can take place between March 15 and April 17.

In June 2003, Herbert Vrettos retired from Masconomet after a long and distinguished career teaching high school mathematics and coordinating the driver education program. Herb, along with Donna Harries of the guidance department, are the first alumni to also retire from Masco. Dot Rose joined the math department in September. She is a Topsfield resident and mother of three daughters who has moved into teaching after a career in business. Currently she is a member of the ninth-grade team of math teachers. She and her colleagues have begun to work with geometry students on the third annual Architecture Fair planned for later this spring. Tenth grade math teachers have already begun to work with students as they prepare for the MCAS math test in May. Prior to the March re-test all but one senior (out of 276) and all but 11 juniors (out of 297) have met the Commonwealth's competency determination in mathematics. Individual tutoring is available to each of these students prior to the re-test March 4 and 5. Due to budget constraints, teachers of junior and senior math have worked with some extremely large classes this year. The average class size in Advanced Math (the eleventh grade college prep course) is 31 and the average class size in Advanced Placement Calculus is 30.

MUSIC DEPARTMENT

The Music Department would like to report another outstanding year of accomplishments.

Masconomet was well represented in the Northeast Senior and Junior Festivals, as well as at the Massachusetts All State Festival. Twenty students participated in the Junior District Festival, twelve participated in the Senior District Festival, and five were selected to participate at the All State Festival. In addition, the music department is pleased to recognize the dedication of a number of students that have been accepted for advanced music study at The New England Conservatory.

Musical ensembles from Masconomet performed extensively throughout the tri-town area during this past year. Some of the more notable performances included: marching in the Topsfield Fair Parade, a performance at the Grand Stand Stage by the High School Wind Ensemble, the High School Chorale singing for the Topsfield Tree Lighting, the Aides Vigil, the Seventh Grade Band performing at the Middle School Band Jamboree at Hamilton Wenham Middle School, and the High School Band performing in Memorial Day ceremonies and parade. In addition to our local performances, both the high school band and chorus traveled to Disney World and performed in Disney's Magic Music Days celebration.

The year concluded with the retirement of our long time department aide Mrs. Donna Butler. Her departure left a large hole in the department and we miss her tremendously. On a more upbeat note, we began the new school year with larger performing groups and quite a plethora of talented students from grade seven through twelve. Most of the bugs have been worked out of our new facilities (thanks to Glen Walker and his staff) and our students continue to thrive in a wonderfully enriching musical environment.

PHYSICAL EDUCATION DEPARTMENT

Physical Education is that phase of education concerned with the teaching of skills, acquisition of knowledge, and development of attitudes through human movement.

Physical Education is more than exercise, more than a muscle builder, more than frivolous play or having fun. Physical Education also has health knowledge to impart and group exercises to offer.

It has the responsibility to teach skills in lasting recreated interests and to develop an appreciation of sports whether as a spectator, reader, or participant.

The Middle School student participates in Physical Education 3 times per cycle.

High School students must take two Physical Education courses for graduation requirements. All students must take the Project Adventure course.

SCIENCE AND TECHNOLOGY DEPARTMENT

The Science and Technology Education department has 4 major goals. First, we strive to help students build an intellectual foundation based on the skills, knowledge and understanding of the principles and methods of science and technology. Second, we hope that students will come to understand that science is a method, driven by human curiosity, by which we have learned so

much about the natural world. On the other hand, they should come to view technology as a process of applying the understandings gained by science to arrive at practical solutions to human and environmental needs. Third, we want students to be armed with a background in science and technology that enables them to perform well in college and /or the workplace. Finally, we want all students to be able to apply their knowledge to making rational and informed decisions regarding the myriad socio-scientific issues that they will confront as citizens and in their personal lives. We attempt to do this through a program that includes the study of all the major fields of science and technology and engaging students with a wide variety of teaching techniques, with an emphasis on student participation.

The program in the Middle School includes science in both grade 7 and 8 and a technology education program in grade 7 that consists of computer-based modules. Our curriculum covers all learning standards set forth in the State Curriculum Frameworks for Science, Technology and Engineering. Our students have traditionally performed exceptionally well on the State testing programs in this field. The results of the tests given last May have been released to the school but the state did not make them public, because it was a trial year but our performance was excellent. Among the many interesting activities that have occurred this year are: a live reptile show for team 7 white (Mrs. Ryan); demonstrations of local marine life collected by Mr. King (who is also a diving instructor); an African project, in which science students learned about the diseases of Africa (Mrs. Jolley); and trips to the New England Aquarium. Our science fair ran for its 44th consecutive year last May. Mr. Picillo is the current coordinator of the fair.

The High School program incorporates a wide variety of courses, enabling students to pursue their specific interests and post-secondary goals. We are seeing a dramatic increase in the enrollments in Advanced Placement science courses (especially Environmental Science and Chemistry) now that the new honors science sequence is in place. The wood technology and architecture courses are also seeing increased interest. Participation in the science fair has been excellent and one of our students won a first place award at the Massachusetts State Science Fair at MIT last May. In addition, our science team, led by Mr. Clark and Ms. Due, placed 2nd in the league last year and placed 7th overall at the State Science Olympiad, obtaining 3 medals and placing in the top 10 in 13 of the 23 events. One of our graduating seniors, Ms. Lindsay Larson, won a Henry David Thoreau Scholarship, a highly competitive and prestigious award. She is currently studying environmental science at Dartmouth College.

The Science and Technology staff continues with a strong record of professional activity – so much so that only highlights can be included here. Several science teachers are completing their Field-based Masters program this year in the Middle and/or High school. In the Middle School, Mrs. Jolley was nominated for the National Science Teacher's Association Building a Presence Leadership Award, served on a National Science Foundation grant review board, and attended the Teachers as Scholars program. Mrs. Ryan was nominated for the Presidential Teaching Award and her team was cited as a "Team That Made a Difference" by the National Middle school Association for her program involving students and staff in a community service project called "Bloom Buddies" which provides flower arrangements, book marks and cards to recognize many of the senior citizens in our area 8 times per year. In addition to attaining Master Teacher status last year, Mrs. Tomasino received a certificate of merit from the Massachusetts Executive Office of Environmental Affairs for her work at the State level in environmental education. In the High school, Mr. Uhrich was awarded an excellence in teaching award for his work at both the high school and the college level. He also has made trips to Alaska, Hawaii and the Caribbean, in recent years, which has given him a lot of experience in environmental science that he incorporates into his classes. Dr. Kellogg has organized a study group in environmental ethics this year, which includes Ms. Markos, Ms. Due and Mr. Clark. One specific goal that many in the department have in mind for the future is the reestablishment and enhancement of

the Native flora on the school grounds, much of which was eliminated with the renovation project. It is encouraging to note that a community effort on this has just begun and we welcome any additional help that we can get from the community. We hope that the school grounds will become a great resource, both for teaching and for the community at large.

SOCIAL STUDIES DEPARTMENT

Along with most other departments, the Social Studies Department has been greatly affected by budget cutbacks. We have seen the loss of 1.5 teachers in FY04 at a time when enrollments are increasing and we should be seeing the addition of new staff to deal with that. As a result, we have witnessed class sizes increase dramatically, with a large number of classes in the 27-32 ranges. This has had an impact on the manner in which we deliver historical education in a classroom, often reverting to more traditional lecture methods as opposed to activity based programs which smaller class size allows. Additionally, students have been provided with fewer departmental support services with the elimination of the full-time writing tutor and part-time teacher's aide positions. This has led to the assignment of fewer writing projects that are shorter in length than last year. Departmental clerical demands have fallen to the department chair with the elimination of the part time department secretary position. This has impacted the amount of time the department head can spend in teacher supervision and curriculum development and leadership. All this has had an impact on what was a most outstanding program.

Our staff has attempted to uphold as much of our program and special events as is possible. In grade 7, for instance, the African Unit gave students the opportunity to explore and learn about a continent that struggles economically, but is an important actor in the global world. During the research students were given an overall view of Africa and then researched in-depth economic information about one country. Each student then presented to the rest of the class their country's economic situation and made recommendations to help the country in the future. By having to listen to each other's presentations and defend their own economic solutions, the students took ownership of the material they worked with. In our study of the Middle East, a Model United Nations simulation gave students the opportunity to explore the causes and issues involved in the current Arab-Israeli conflict. Also in grade 7, a trimester long group project called "The Race Of a Lifetime", was developed wherein groups of 5 students worked together to create a geographical adventure race in a continent of their choice. Students presented their races to the team on a presentation day and ran a "RACE" around the school property where they solved problems related to the core disciplines of the 7th grade and participated in team building projects.

The grade 8 program has been revised so we can prepare for the upcoming Social Studies MCAS exam. Eighth graders are now studying World History from 800-1800, picking up from the Ancient History program in grade 6. They will study Modern World History in grade 9 and American History in grades 10 and 11. However, we have decided to maintain our yearly trip in the spring of each year to Washington D.C. for our grade 8 students.

The high school has seen the continuation of our successful Model UN program. Over seventy students have been involved in simulations at Harvard University and UN Headquarters in New York. The juniors participated in a Model Congress run by our teachers at Masconomet. As part of the junior year, U.S. History program students engage in a year long, family biography project which gives them the opportunity to see the unfolding of 20th century American history through the eyes of a grandparent or other significant adult in their lives. The project enables student interviewers and researchers to actually do the work of historians and see real world connections to the subjects they are studying in class. The final three-chapter volume is then often published, bound and given as a gift or family keepsake. In addition to the family biography

project, members of the junior class may have also participated in other events such as National History Day, Model Congress and essay contests sponsored by the Massachusetts League of Women Voters and Newsweek magazine. Several members of the Class of 2005 have been recognized at the regional and state levels of these competitions.

In our Early Childhood program, the students created a “Little Chieftain Day Care” Day that ran for one day for the children of Masconomet teachers. Students followed licensing guidelines to create the center and devised age appropriate activities for the children, as well as provisioning them with snacks.

Many of our teachers are working toward professional development. David Gavron and David Mitchell are part of the Teachers as Scholars program at Harvard University. Lee Thomas is part of the Teachers as Scholars program at M.I.T. B.J. Muller has recently earned his M.A. in World History. Patricia Puglisi completed her M.A.T. degree in History and Jared Scarpaci completed his M.Ed. degree. Many of the other teachers have attended workshops and are involved in graduate classes to maintain and upgrade their skills and knowledge.

SPECIAL NEEDS DEPARTMENT, ANNUAL REPORT

As the overall enrollment has continues to grow, so, too, does the number of students involved in the Special Needs Department. While our percentage of special needs student (12-13%) has remained constant (and has actually decreased over the years), we have seen an increase in enrollment in all of our programs. In addition, we have continued to expand our inclusionary efforts, based on the belief that, to the extent possible, all students should be educated with their regular education peers. These efforts, in order to be successful, require are “staff-intensive”, as most included students need support in the classroom. All of our inclusion classes in the Middle School are supported by one or more members of the Special Needs staff and include a limited number of students with identified special needs. While some students continue to benefit from (and require) smaller, more individualized classes, taught by special educators, most of our students benefit from the breadth and depth of the curriculum and the socialization provided in the mainstream classes.

Due to the comprehensive nature of our programs, services and supports, we have been able to return several students from private schools or collaborative placements this year. These students have been placed in many different programs and, due to their diverse needs, receive a variety of support services. Given this level of intervention, all of these students have been successful in their transition.

A focus of the Special Needs Department and staff this year will be preparation for a Coordinated Program Review scheduled for the 2004-2005 school year. This comprehensive review by the Department of Education will involve a team of representatives from the Department of Education who will be conducting observations and interviews and examining a wide range of records, policies and procedures during a week-long visit. The preparation for this visit requires a very significant level of preparation over the period of at least a full year before the actual review.

While we continue to be pleased with the success of most of our students on the MCAS, some students continue to struggle with one or more of the tests. A passing score on the English/Language Arts and the math tests has been required for graduation beginning with the Class of 2003. We are pleased to report that every special needs student in the Class of 2003 passed the MCAS test, and we have almost reached 100% in the class of 2004, as well. Students

who have not reached the passing level are provided with individualized remediation programs to assist them in improving their skills.

We are pleased to observe that most of the students involved in the Special Needs programs are successful most of the time. Through their own efforts and with the support of staff and parents, we continue to see a good deal of growth, independence and success as our students progress through the grades at Masconomet. And, as a result, the time and effort expended by our staff is rewarded.

MANAGEMENT INFORMATION SYSTEMS

Management Information Services continues as a support department providing technology to every member of the Masconomet community. The total number of available workstations at Masconomet now numbers over 1,000. The addition of personal e-mail to staff and students has provided the ability to create calendars, workgroups, building utilization reports, and task lists.

Business and Computer Education and **Management Information Services** have been placed under one director. The merging promotes a team approach to business and technology, and provides our students with real world resources. As technology changes within the Masconomet structure, the team approach will promote this knowledge to every member of the Masconomet community.

Both the Middle School and the High School computers feature Windows 2000 and Office 2000 premium in addition to a large variety of software. All users in both buildings, including all students, are now required to log on to any computer in the building using their own account and their settings and network storage folder will follow them.

Among the major improvements to the overall system, this year Masconomet now hosts its own web server, and has the ability to host up to 32 additional sites. The MIS staff has become more proficient in system management and this has translated into less dependence for “outside” service. The union of Business and Computer Education will ensure our students experience a real-world, sophisticated technology.

Looking to the future, to ensure that this expertise continues, there is a need for a committee to be formed to provide a comprehensive technology plan.



School Committee

Richard White, Chair	Term expires	2005
Jack Leitner, Vice Chair	Term expires	2006
Jeff Appelstein	Term expires	2005
Stephen Brickett	Term expires	2006
Elizabeth Fidias	Term expires	2007
Carol Bailey	Resigned	March 2004

SCHOOL COMMITTEE OPERATION

The Middleton School Committee holds regular monthly meetings generally twice per month throughout the school year. Meetings are usually held on the second Thursday and fourth Monday of the month at the Fuller Meadow School. Additional sessions and meetings for special purposes such as budget and policy development are also scheduled. Interested citizens should check notices at Town Hall, which are posted two days or more in advance of any scheduled meeting. Sessions are open to the public and citizens are encouraged to attend. Individuals or groups may suggest an item to be placed on the agenda by forwarding a written request to the Superintendent of Schools or to the Chairperson of the School Committee.

Milestones

We would like to acknowledge the many professional contributions of Mrs. Deanne Siddall who completed seventeen years of service to our schools during the 2003-2004 school year. Mrs. Siddall served as a Moderate Special needs Teacher, Preschool Coordinator and Director of Special Education at various times during her tenure in Middleton. She also served as the Assistant Special Education Director for the Tri-Town School Union for several years. We would also like to acknowledge her generous contribution of equipment to the Fuller Meadow Preschool playground and funding for professional development of special educators in mathematics instruction.

Mrs. Carol Bailey resigned in March of 2004 because of her move out of town. She completed nearly four years of service on the School Committee. She served a term as Chairperson as well as serving as Chairperson of the Tri-Town Union School Committee. Mrs. Bailey was a strong advocate for our schools during her service on the School Committee.

Mission Statement

The missions of the Middleton Elementary Schools, in cooperation with family and community, are to instill a joy of learning in all students, to promote academic excellence, to be supportive of children's social and emotional needs, and to constantly strive for improvement in these areas.

Core Values of the Middleton Elementary Schools

All children can be successful if they: are provided with opportunities to learn, are active in their own education, and are exposed to a variety of enriching experiences at school and home.

A strong climate of respect between children and the entire school community is necessary for children to reach their potential as productive students and citizens.

Effective education must be a partnership between school, home and community.

District Goals 2002-2005

Three Year Goal #1 Student Achievement: To have 100% of our students perform at the Proficient or Advanced Level as measured by the MCAS and/or local assessments in English Language Arts and Mathematics in all grades tested.

Three Year Goal #2: Learning Needs of Children: To better serve learners of all abilities those who are academically able and/or academically challenged. Our children learn in different ways and at different rates. Our instructional program offerings should reflect this continuum.

Three Year Goal #3: Community/Communication: To develop the internal and external resources and financial capacity to improve our educational program during challenging fiscal times for the Town of Middleton

Three Year Goal #4: To provide sufficient school space to meet the academic and other program needs of the Middleton Elementary Schools through at least the year 2012 by constructing a new school on town owned land on Locust Street.

Three Year Goal #5: To provide proper maintenance of physical plant facilities, outdoor space and equipment in a proactive manner that maintains and enhances the Town's investment in our school buildings and equipment.

Three Year Goal #6: To continue to work in a collaborative manner with member towns of the Tri-Town School Union to maximize the effectiveness and deliver agreed upon services to member towns.

School Management, Governance Structure and School Committee Priorities

The Superintendent is appointed by the Tri-Town School Union Committee (Superintendency Union 58). The School Union Committee jointly employs the Superintendent (PK-6), School Business Manager, Administrator of Special Education, and Director of Facilities and Operations as well as the secretarial and bookkeeping staff of the Central Office. The Superintendent acts as the Chief Executive Officer of the School Committee in the operation of the schools.

The 2003-2004 school year marks the eleventh year of Middleton's membership in the Tri-Town School Union with Boxford and Topsfield. The three towns maintain their commitment to working together, particularly in the new era of school accountability. In the judgment of the School Committee, Middleton's membership in the Tri-Town Union continues to benefit students, teachers and the community.

The major function of the School Committee continues to be the provision of the highest quality educational program within available funding resources.

Curriculum development and alignment continues to be a priority in the school committee's planning effort, which addresses each major curriculum area on a regular cycle.

School Administration Tri-Town School Union 2004-2005

Visit us on the web at www.tritownschoolunion.com

School Superintendent: Bernard F. Creeden, D. Ed.

School Business Manager: Steven Greenberg

Administrator of Special Education: Sharon Lyons

Director of Facilities and School Operations: Steven Clifford

The Tri-Town School Union offices are located in Boxford at 28 Middleton Road in the Aaron Wood Building.

Fuller Meadow School 2004-2005

The Staff at Fuller Meadow consists of:

Kindergarten (3 teachers for 6 classes)
Primary Language Class (1 teacher)
Grade One (6 teachers)
Grade Two (5 teachers)
Grade Three (6 teachers)
Preschool (2 teachers and a .50 Coordinator)
Special Education (3.7 teachers)
School Psychologist (1.0 psychologist)
Speech and Language (1 teacher/ 1 .50 Assistant)
Reading (1.3 teachers)
Art (.7 teacher)
Music (.7 teacher)
Physical Education (.7 teacher)
Teacher Aides (6 Special Education and 4 Preschool)
Secretary (1.3 secretaries)
Nurse (1.0)
Librarian (1.0)
Custodians (2.3)
Cafeteria (2.5)

**Howe-Manning School
2004-2005**

The staff at Howe Manning consists of:

**Grade Four (5 teachers)
Grade Five (5 teachers)
Grade Six (5 teachers)
Special Education (4.7 teachers)
School Psychologist (.6 psychologist)
Speech and Language (.45 teacher)
Art (.6 teacher)
Music/Instrumental Music (1.3 teachers)
Reading (.2 teacher)
Spanish (.6 teacher)
Gifted and Talented (.4 teacher)
Physical Education (.6 teacher)
Teacher Aides (8 Special Education)
Secretary (1.0 secretary))
Nurse (1.0 school nurse)
Librarian (1.0 school librarian)
Custodians (2.0 custodians)
Cafeteria (2.5 food service staff)**

Therapists (Part Time)

**Registered Occupational Therapist (OTR)
Certified Occupational Therapy Assistants (COTA)
Registered Physical Therapist (RPT)
Physical Therapy Assistants (PTA)**

School Physician

Mark Allara M.D.

School Enrollment October 1, 2003

	K	1	2	3	4	5	6	Total
Fuller Meadow School	104	96	116	103				419
Howe Manning School					98	98	108	304
Pre K 67 students								723

DISTRICT TOTAL = 723 (plus 67 PreSchool students)

School Enrollment October 1, 2004

	K	1	2	3	4	5	6	Total
Fuller Meadow School	112	122	100	118				452
Howe Manning School					109	106	101	316
Pre K 67 students								768

DISTRICT TOTAL = 768 (plus 67 Preschool students)

Enrollment Trends 1992- 2004

Year	K-6	Increase	% Increase
1992-93	427	1	0.0%
1993-94	475	48	11.2%
1994-95	530	55	10.4%
1995-96	582	52	9.8%
1996-97	625	43	6.9%
1997-98	672	47	7.5%
1998-99	692	20	3.0%
1999-00	710	18	2.6%
2000-01	703	-7	(1.0%)
2001-02	709	6	1.0%
2002-03	696	-13	(1.8%)
2003-04	723	+27	+3.8%
2004-05	768	+45	+6.2%

The above figures indicate an increase in enrollment in the Middleton Elementary Schools of 296 students over a thirteen year period. This represents a **80% increase** in the student population over this time period.

School Building Committee

The Elementary Space Study Committee was a sub-committee of the Middleton School Committee. It was active from 2000-2002. The charge to the committee was to complete a ten-year enrollment study as well as to evaluate the feasibility of several options for providing additional space to be used to meet the needs of future enrollment growth. The Elementary Space Study Committee used funds appropriated at Town Meetings to conduct its work.

Enrollment projections were completed by the Merrimack Education Center in April 2001. The projections indicated that the elementary school age population would grow to 850 by the year 2010. Such growth would represent a projected an additional 20% increase in students during this

time. In addition an architectural and engineering survey of the Howe Manning School was completed in August 2001. The Elementary Space Study Committee conducted feasibility studies with respect to the expansion Fuller Meadow Schools and/or the building of a new school. The final report of the Elementary Space Study Committee recommending the construction of a new school on town owned land off Locust Street was presented at the Fall Town Meeting in October, 2002. The proposal did not achieve the required 2/3 vote to move the project to the full architectural design phase of project development.

The School Committee continues to work with the School Building Committee established by the Board of Selectmen to identify short and long term solutions to the space problems presented by increasing enrollment and the need for significant physical plant improvements to the Howe Manning School. A Special Town Meeting in January, 2004 appropriated funds to replace the septic system at the Howe Manning School, which is in failure under Title V regulations. This work was completed during the summer of 2004. The May 2004 Town Meeting approved funding of \$75,000 to replace the playground equipment which had to be relocated to accommodate the new septic system. This work was completed in September of 2004. Future work required at Howe Manning includes the replacement of the roof, masonry and window repairs and continued improvements in the HVAC system.

Given current enrollment projections the schools will need additional short term and permanent space as early as the 2005-2006 school year when all available classroom and small group spaces will be utilized beyond present capacity.

The School Committee has established a new Children's Educational Space Study Committee to come up with a long term plan to meet the permanent instructional space needs. This Committee began meeting again in February of 2005.

Fiscal Operation

The budget development process is an extensive and involved task during which the Committee must make difficult decisions to bring into balance both the financial concerns of the community and elements of high quality, appropriate educational services. Increasing costs associated with increased enrollment, school transportation, special education, building maintenance, and contracted salary increases, must be addressed within the context of limited fiscal support from the state.

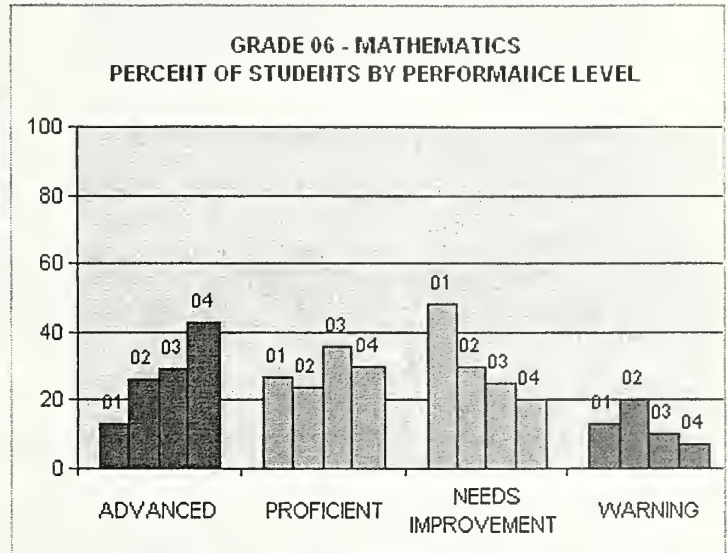
The School Department operating budget for FY2003 , FY2004 and FY 2005 is as shown:

	Approved FY2003	Approved FY2004	Approved FY 2005
Personal Services	3,670,587	3,837,660	3,949,983
Purchase of Services	1,223,208	1,327,308	1,483,597
Purchase of Supplies	175,665	219,599	176,036
Other Charges and Expenses	136,564	156,191	191,832
Total:	\$5,206,024	\$5,540,758	\$5,801,444

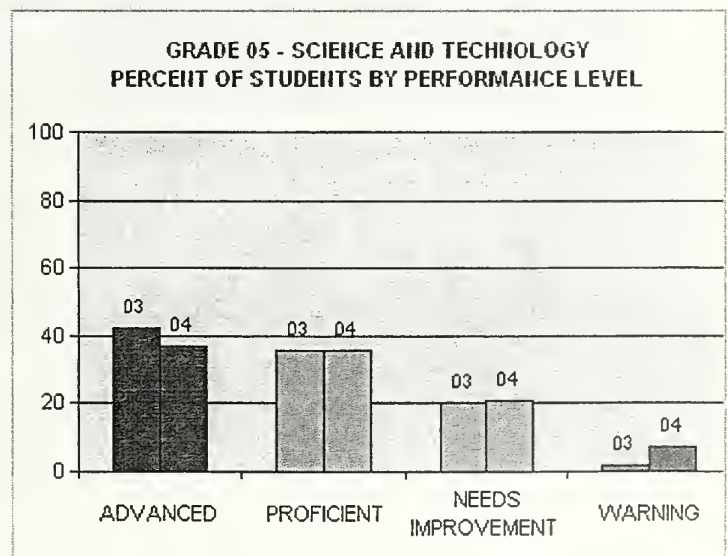
MCAS Annual Comparisons for Middleton 2001-2004

Source: Massachusetts Department of Education

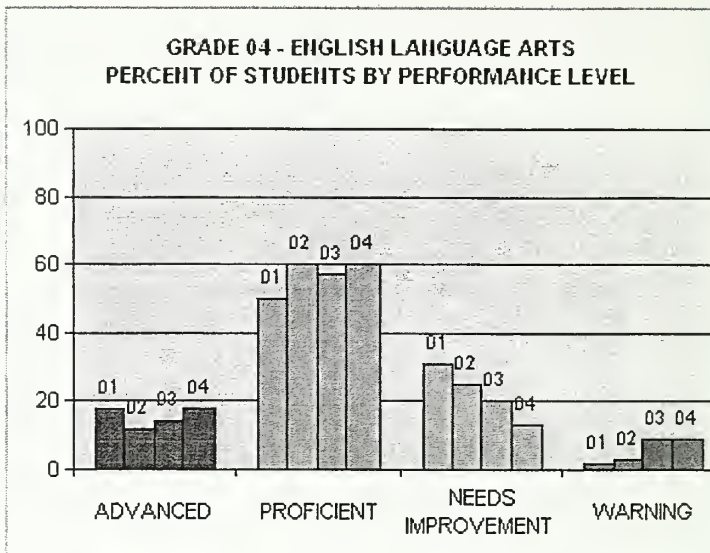
GRADE 06 MATHEMATICS				
PERFORMANCE LEVEL	2001	2002	2003	2004
ADVANCED	13	26	29	43
PROFICIENT	27	24	36	30
NEEDS IMPROVEMENT	48	30	25	20
WARNING	13	20	10	7



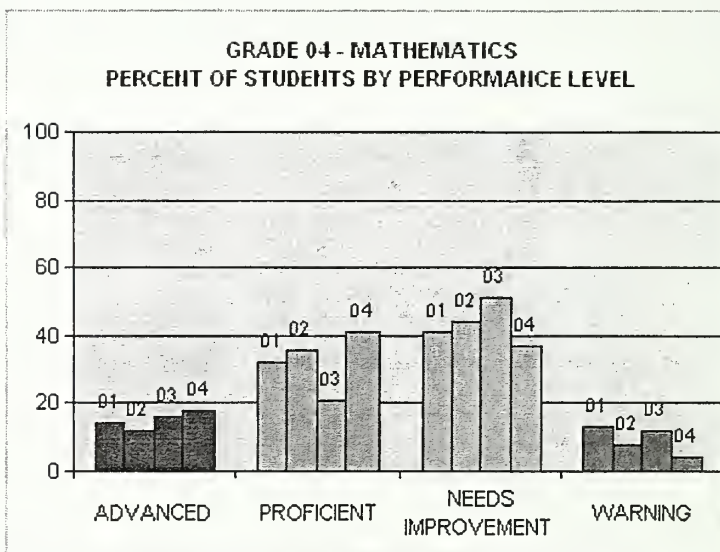
GRADE 05 SCIENCE AND TECHNOLOGY		
PERFORMANCE LEVEL	2003	2004
ADVANCED	42	37
PROFICIENT	36	36
NEEDS IMPROVEMENT	20	21
WARNING	2	7



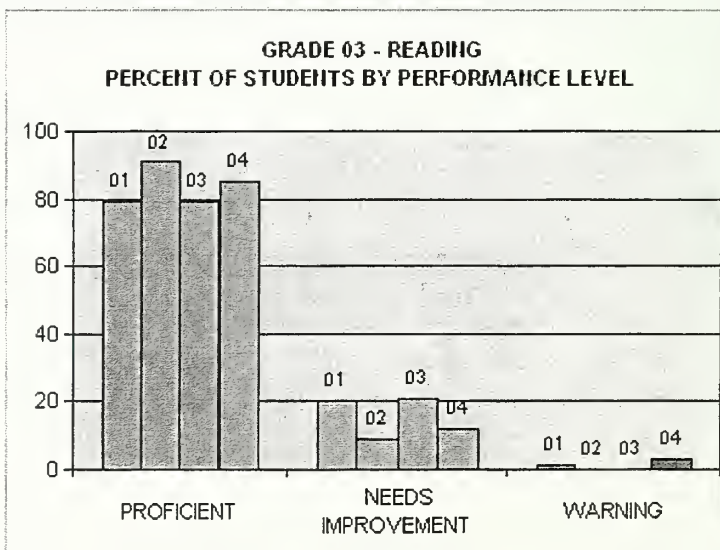
GRADE 04 ENGLISH LANGUAGE ARTS				
PERFORMANCE LEVEL	2001	2002	2003	2004
ADVANCED	18	12	14	18
PROFICIENT	50	60	57	60
NEEDS IMPROVEMENT	31	25	20	13
WARNING	2	3	9	9



GRADE 04 MATHEMATICS				
PERFORMANCE LEVEL	2001	2002	2003	2004
ADVANCED	14	12	16	18
PROFICIENT	32	36	21	41
NEEDS IMPROVEMENT	41	44	51	37
WARNING	13	8	12	4



GRADE 03 READING				
PERFORMANCE LEVEL	2001	2002	2003	2004
PROFICIENT	79	91	79	85
NEEDS IMPROVEMENT	20	9	21	12
WARNING	1	0	0	3



Curriculum and Program Development

The focus of curriculum development continues to be on implementing consistently within and between grade levels instruction, assessment and content that best matches the learning standards contained in the Massachusetts Curriculum Frameworks.

Major emphasis this year has been placed on the fifth year implementation of the Math Trailblazers Mathematics program in Grades K-5 and the third year implementation of the Math Impact program in Grade 6 and in Grades 7 and 8 at Masconomet.

An exciting new initiative now in its second year has been the introduction of the Extended Studies Program for academically talented children in Grades 4-6.

The coordination of the Mathematics transition from elementary to middle school has been a primary focus of the K-12 program articulation effort. Other K-12 articulation projects include a review of the Foreign Language program implementation in grades 4-6 and the transition experience for children and families from Grade 6 to Grade 7.

Professional Development

The Fuller Meadow School Council Improvement Plan, the Howe Manning School Council Improvement Plan and the District Strategic Plan each place a strong emphasis on professional development and training for staff, which focus upon identified curriculum and organizational priorities as well as the diverse learning needs of children. The primary areas of focus for 2003-2004 and 2004-2005 included mathematics implementation, early literacy, teaching in a standards based curriculum and assessment system, language arts, the diverse learning needs of children, writing across the curriculum.

Models for conducting professional development continue to include a combination of full day professional development days, after school and weekend workshops, summer institutes, locally sponsored graduate courses, study groups, teacher-to-teacher projects, curriculum committees and a limited number of early release day offerings.

The School Committee continues to provide incentives through tuition reimbursement programs beyond the school day and school district. In addition, the application of available grant funds from the State Department of Education continues to be instrumental in creating opportunities for teachers and other staff to maintain and update their professional skills. The School Committee continues to believe that professional development for staff is an important investment that will result in improved learning opportunities for children.

Special Needs Education

School districts are mandated by state and federal laws to provide special education services to those students with a special need who require support in order to make effective educational progress and to ensure that these services occur in the least restrictive environment.

As of October 2004, there were 94 special needs students; 50 at Fuller Meadow, 40 at Howe Manning, 9 out-of-district placements and 9 preschoolers enrolled in the Middleton Integrated Pre-School Program. The population percentage of Middleton students (K-6) receiving special education services is approximately 12.6% is lower than the state and national average.

The District is deeply committed to an inclusion philosophy pursuing effective ways to integrate all our children into regular education settings. Middleton has affiliations with the Greater Lawrence Educational Collaborative and North Shore Consortium to provide specialized support services to

low incident special needs students and serve as a resource to address special education issues, and for professional development.

Closing Statement

Middleton's Schools provide high level instruction to the children of Middleton and a great value to the taxpayers of our town. Our academic achievement continues to improve. On the many state tests administered through the MCAS program, Middleton children consistently achieve results in the top third of all districts in the state and our levels of proficiency continue to grow. In some cases, such as Grade 3 Reading, our children have performed, on average, in the top ten percent of all districts in Massachusetts. In addition to our focus on our core curriculum, we are proud to offer a broad range of enhanced educational programs such as Spanish, summer programs for children needing academic help, after school programs, a Gifted and Talented program, Instrumental music program, computer instruction, and the traditional art/music/physical education. Our district has been able to continue all of this through a strong focus on professional development and careful budgetary management. The district works hard to manage funds and 2004 marks the third year in a row where favorable Special Education costs have allowed the Schools to return surplus funds to the Town. Our future challenge is to maintain this direction while dealing with enrollment growth and space limitations. Our children graduate to Masconomet Middle School fully prepared for the academic challenges ahead.

Respectfully Submitted,

Richard White, Chairperson
Jeffrey Appelstein
Jack Leitner
Stephen Brickett
Elizabeth Fidias

Middleton Board of Health
Annual Town Report

The fiscal year for July 2002 to June 2003 was a busy one for the Board of Health. The Board passed a smoking ordinance to take effect in February 2004. They completed a revised set of regulations for Massage Therapy businesses and a new set of regulations for Body modification salons, one of which was licensed for business.

As usual the Board of Health had a full schedule of percolation testing in the fall of 2002 and spring of 2003.

The Tobacco Awareness Program, Healthy Communities, of which Middleton is one of six became nine members and then was eliminated due to lack of state funding and then we re-instated in July 2003 with 1/3 of the old funding.

The Board hired an elderly person to do some office work and be reimbursed by a reduction in payment of the real estate tax to the town. We also approved 2 betterment loans for replacement of failing septic systems with repayment of the loan by real estate tax payments.

The Board of Health contracted with Rick Barthemous, PE. to do the consultant engineer for the Board of Health and to attend Board of Health meetings and advise the Board on large scale or technical aspects of septic systems.

The Board of Health submitted and was reimbursed by Medicare and 3 HMO's for 3 flu clinics given this year.

A SARS incident was checked out when a weekend music festival attendee at the local hotel was sent home to Canada as part of their quarantine last April.

Licenses and Permits Issued
From July 1, 2002 – June 30, 2003

Food Service Permit	86	Milk & Cream Licenses	54
Installers Permits	49	Frozen Dessert	5
Haulers	13	Milk Pasteurization	1
Massage Salons	13	Swine Permits	2
Massage Therapists	10	Camp Licenses	3
Tanning Salon	18	Pool Permits	9
Water Bottling	4	Hot Tubs	2
Hotel/Motel Licenses	2	Tobacco Permits	24
Hypodermic Syringes	2	Burial Certificates	26

BOH Fees Collected July 1, 2002 – June 30, 2003 = \$37,333.06

Mario Salvatore – 88 inspections total

Leslie Wayland – 7 Site visits

The following statistics were generated in this fiscal year:

Conservation Commission Meetings	13	Health Agent Workshop on Carbon Monoxide	1
Board of Health Meetings	15	MEHA Meeting & Workshop	1
BOS Meeting	1	MHOA Workshop	1
HHWC Day	1	Staff Meeting	2
Masco Health Council		Healthy Communities	5
Northshore Health Agents Network Meeting	6	DEP Workshop	1
Septic Inspection	230	HMO Mass Pro-Flu meeting	1
Restaurant Inspections	29	Beverly Hospital meeting	2
Motel/Hotel Inspections	3	Bio-terrorism meeting	2
Tanning Salon Inspections	3	Pike Messenger	
Massage Salon Inspections	10	Septic Inspections	
Chapter II Home Inspections	1	Get variance in Tewksbury	2
Pig Farm Inspections	2	Mary Garber	8
School Inspections	1	Witness Perc Test	
Hot tub/Pool Inspections	4	Inspection of mount well installation at edge of town transfer station	
Day Camp Inspections	3	Meet with town council	2
Inspect Apartment house (complaint)	4	Review Title V Inspections	69
Installers Tests	7	Negotiate reimbursement between illegal fill site and Conservation Commission	
Well Tests by Health Agent	17	Sent order	1
Perc tests with Health Agent	53	Inspect Kennel complaint	2
Thunderbridge Samples	9	Flu Clinics	3
Septic Plans Reviewed	54	Inspections of Food Service Establishments	11
Septic Plan Approvals	47	Order to clean property	1
Complaints answered	42	Transfer station inspection	1

Middleton Board of Health
ANNUAL TOWN REPORT
July 1, 2003-June 30, 2004

January 1, 2005

You have a five-member Board of Health who meets monthly, usually on the first Wednesday of the month at the DPW Building from 7:00 p.m. until close of business. The members serve a three-year term which is renewable. The Health Agent, Leo Cormier, serves full time with help from a full-time secretary, Leah Moreschi, and part time staff: Mario Salvatore, Leslie Whelan, Alex Parker and Mary Godwin. The Conservation Commission Agent, Pike Messenger, helps cover when Leo is unavailable.

The Board of Health passed a law that bans smoking in all places in town, including workplaces, bars, lounges, and clubs. The Massachusetts Department of Public Health passed similar laws in June of 2004, but Middleton's rules are more comprehensive.

Over 20 years ago, the Board passed a rule about in-ground swimming pools requiring fencing. The Board has sought to clarify those rules with better rules as to what fencing is required.

Health Agents have been learning about emergency response planning through the State Department of Public Health and the Federal Center for Disease Control (CDC) as a result of 9/11/01 and the Anthrax terrorist action.

The Board of Health reviewed and passed new septic rules in 2004. The last time they had changed the rules was in the year 2000.

Middleton continues to grow with subdivisions in various stages of development on East Street, Liberty Street, Locust Street, Peabody Street and Essex Street.

The Board still has betterment loan money available to those who need to have their septic systems replaced. These loans, for up to \$20,000 at 5% interest paid off with real estate tax payments for up to 20 years, are available for owner-occupied dwellings.

Thunderbridge swimming area was open all summer. The frequent rains in 2004 kept the water bacteria count lower than the required closure level. We seem to receive few reports of people having illnesses attributable to eating at restaurants because now the managers of eating places have been trained in preventing illness from food preparation.

The Board of Health has a consulting engineer, Rick Barthelmes, P.E., who helps the Board with technical matters like review and installation of large septic systems like the one at the Flame Laminating Company at 343 North Main Street.

The Board of Health members are: Robert Ambrefe, Paul LeBlanc, Jennifer Fasciano, M.D., George Demeritt, and Luis Bergstrom (who recently resigned).

Healthy Communities Tobacco Awareness program was suspended in the spring of 2003. The program was reinstated with less funding 10 months later. The program went from 7 to 9 communities with a three-person staff cut to one part-time staff person. Healthy Communities conducts compliance checks to see that children are not sold cigarettes.

When the Board of Health receives a report from a doctor, lab, hospital or other information, the report is sent to Health Care Plus, a visiting nurse association which does a follow-up on the reported case.

I attended an Environmental Tobacco Rules Workshop, a Mass Pro Meeting for 2003 flu clinics HMO Reimbursement, and a GIS Information Meeting. I attended two Workshops on "Isolation and Quarantine" and a Camp Inspection workshop.

I also attended a Tabletop exercise, Bioterrorism Kick-off for Emergency Response for local Boards of Health. The sub-region Northeast Public Health Coalition was formed of 14 towns on the North Shore up to the New Hampshire border. We drafted a set of by-laws to run the coalition with help from a coordinator from State Department of Public Health. The region was funded and given equipment to be better prepared for a public health emergency.

We submitted paperwork to Medicare and HMOs for elders who received flu shots this year for reimbursement for the vaccinations by the VNA.

Licenses and Permits Issued

From July 1, 2003 – June 30, 2004

Food Service Permit	74	Milk & Cream Licenses	45
Installers Permits	54	Frozen Dessert	3
Haulers	8	Milk Pasteurization	1
Massage Salons	10	Swine Permits	2
Massage Therapists	20	Camp Licenses	4
Tanning Salon	2	Pool Permits	10
Water Bottling	1	Hot Tubs	10
Hotel/Motel Licenses	2	Tobacco Permits	21
Hypodermic Syringes	2	Burial Certificates	13

Mario Salvatore –inspections total	114
Leslie Whelan –septic plan reviews	50
Alex Parker – witnessed perc tests	5
Mary Godwin – witnessed perc tests	7
Pike Messenger- septic inspections	7
well flow tests	2

Money taken in for Fiscal Year 2005 from fees for permits, licenses, septic plans, etc: \$57,258.15

**Middleton Board of Health
FY2004**

The following statistics were generated this fiscal year from July 1, 2003-June 1, 2004:

Conservation Commission Meetings	13
Board of Health Meetings	14
Septic Inspections	204
Restaurant Inspections by Health Agent	16
Hotel/Motel Inspections	1
Tanning Salon Inspections	2
Massage Salon Inspections	16
Chapter II Housing Inspections	2
Pig Farm Inspections	2
Day Camp Inspections	3
Well Tests by Health Agent	13
Perc Tests with Health Agent	114
Thunderbridge Water Samples	10
Subdivision Plan Reviews	2
Lead Paint Determinations	2
Orders for Lead Paint Removal	2
Septic Plans Reviewed by Health Agent	95
Septic Plan Approvals	48
Complaints Answered	35
Installers Tests given	7
Pool/Hot Tub Inspections	4
Review Title V Inspections	54
Vaccine Pick ups in Tewksbury	3
Order letters sent	10
Micro pigmentation Make-up Inspection	1
Staff Meetings Attended by Health Agent	2
NSHAN Meetings Attended by Health Agent	7
Bioterrorism/Emergency Response Meetings	12
Beverly Hospital Health Information Meetings	4
Solid Waste Committee Meetings	1
Healthy Communities Meetings	1
MHOA Meetings Attended by Health Agent	3
Conservation Commission Compliance Checks	2
Flu Shot Clinics	3
Meetings with Health Agent, Engineers, DEP	19

COUNCIL ON AGING



The Middleton Council on Aging and Senior Center has had busy and successful years serving the elders of the community. Direct services are available to all residents 60 years of age and older. The following report offers a brief overview of some of the activities and services which have taken place between July 1, 2002 and June 30, 2004. One of the main additions to our programming was, and is, the monthly Newsletter, which is generated at the Senior Center, then professionally published, and then readied for distribution by our dedicated volunteers. Between the writing, editing, and distribution, we spend an average of 30 hours per month to keep you informed. We welcome feedback, so let us know what you think!

The Senior Center, which is located in the Old Town Hall at 38 Maple Street, is open three (3) days a week, Monday, Wednesday, and Thursdays from 9:00 a.m. to 2:00 p.m. There are a variety of activities taking place on those days, as well as lunch being served. Patti Flynn, our creative Meal Site Director, oversees the lunch program, which includes monthly birthday celebrations, popular buffets with a private chef and special holiday meals. All residents, 60 years of age and older, are welcome to join us for lunch for a suggested donation of \$2.00. Others are also welcome, so please inquire as to availability and cost. Reservations may be made by telephoning the center where monthly menu/activity calendars are available. Home delivered meals are available for those seniors who are homebound or unable to prepare food independently. The meal programs are funded in part by federal grants, local grants, community donations, participant donations, and municipal dollars. A donation of \$2.00 per meal is suggested by North Shore Elder Services.

On Tuesday and Friday mornings the building is open for office staff. There are off-site programs on Tuesdays and Fridays for seniors. All of the information is in the Newsletters. We also run occasional evening and weekend events.

HIGHLIGHTS:

- 10 Over 3,000 **Congregate Meals** served per annum.
- 10 Close to 4,500 meals were delivered per annum to over 60 residents in need of nutritional assistance at home, through our **Home Delivered Meals Program**.
- 10 Approximately 400 residents participated in our programming, with over 600 residents attending the annual flu clinics.
- ✓ **Weekly yoga classes** (and meditation) are held on Monday mornings and continue to be well attended. This gentle form of exercise has been proven to increase physical and mental well being for participants. Classes are provided by a certified instructor at a cost of \$2.50 per lesson. Newcomers are always welcome.

- ✓ **Weekly stretch and tone exercise classes** are great for the mind and body and include resistance training as well. Our certified fitness instructor works with people individually to tailor the workout to their specific goals and needs.
- ✓ **Bingo** remains very popular and takes place on Mondays following lunch. Special thanks to Guy Zaccone, Nellie Muzichuk and Rose Osborn who volunteer many hours on Mondays as our bingo callers.
- ✓ There are **five (5) well-being clinics** scheduled each month at various locations. These services are free and provided by both the VNA and Comfortkeepers and are staffed by R.N.s.
- ✓ **Monthly on-site clinics** for podiatry, hearing assessment, information and referral, well-being assessments.
- ✓ Our **monthly activity calendar** lists regular Visiting Nurse visits, educational speakers, and other activities, including restaurant lunches, regular in town and out of town shopping trips, and almost monthly bus trips that include lunch and entertainment. Several times a year we host specialty luncheon buffets, which have included Polynesian cuisine, French, Italian and B-B-Q. Our dining room is always nicely decorated with matching themes, often fresh flowers and holiday decorations as well. We pass inspections with flying colors for our food service and our building maintenance. Much work as been done on this beautiful historic building and we hope that those who have not been inside in years will come by. You will be favorably impressed with all the updates and comfortable surroundings.
- ✓ We wish to thank our dedicated **COA Board of Directors** who volunteer their time monthly to assist the Senior Staff in providing services to the community.
- ✓ Our great thanks also to the **Friends of the Middleton Council on Aging**, who have done an outstanding job getting formed and working on behalf of the seniors in Middleton. Their support is greatly appreciated.



Increased **communication** with the Middleton Senior community is always a key focus. News about our programs and activities is published regularly in the Salem Evening News, The Tri-Town Transcript and the Village Reporter. In addition, you may find us on the cable news channel and posted at various locations around town, including a number of housing complexes and apartment buildings, the library, Town Hall, etc.

Our popular “**Coffee Forums**” recruit speakers to provide critical information on various health, safety, financial, and legal issues important to seniors. Some of the topics covered have been identify theft, defense against scams, home safety, avoidance of contagious conditions and summer health issues, properly food handing and preparation, health care proxies, navigating health insurance, driving safety, home health care, support for caregivers, prescription questions, conservation and historical presentations, tax-relief for seniors, and many more topics such as money management and estate planning. We often provide experts on topics such as heart health, diabetes, stroke prevention, dementia, arthritis and many other health related issues.

We are very pleased to report that our **monthly day bus trips** are very popular. Members of the Trip Committee on the Council On Aging have organized wonderful trips to destinations that include the White Mountains of New Hampshire, the Museum of Fine Arts in Boston, Newport, Rhode Island, and The Boston Symphony Orchestra Holiday Pops Concert and open rehearsal subscription series. There have been trips to various entertainment venues, both within and out of state, as well as trips to museums,

concerts and other events. All trips include a meal, entertainment, often dancing, prizes, etc. There are also shorter trips in our vans to local areas, which often include lunch, shopping, sightseeing, etc.

Van transportation continues to be another key element in serving the needs of the Middleton seniors. We have vans available for all center activities. The van also transports seniors locally for groceries, banking, and postal needs. We also do local mini-trips to local restaurants and scenic locales. Our monthly newsletters list these mini-trip destinations that include Rockport, Salem, and "Mystery Rides". Seniors are asked to call the Senior Center to make reservations for the trips in which they are interested. We have also participated in the Chief Wills Day event, by volunteering and by making our transportation available.

The vans are also used five days per week for the **Home Delivered Meals Program**. This provides clients with not only meals, but also a personal contact with a staff member. This regular contact is most important to those who are homebound and something that is eagerly anticipated. The transportation program also provides for area medical appointments. This is a very busy and worthwhile program. Monthly trips during the past years averaged 80, with our **Medical Transportation** Coordinator, Patricia Hart, overseeing and coordinating the scheduling of this service which is provided by local residents. If we are unable to assist someone in their medical transportation needs, we have other resources that we call upon for trips to Boston, Burlington, etc., for those outside our service area.

Each year, among the proven successes are special events and holidays. Our *Annual COA Senior Picnic*, generously hosted by our local Kiwanis Club and other supporters, was held at the Danvers Fish and Game Club and is always very well attended. They generously donated their facility and we thank them also. The Town Administrator, Middleton Kiwanis, Police Department volunteers and other "official" cooks grilled hot dogs and hamburgers to perfection. Everyone enjoyed a delicious ice cream dessert donated by Richardson's Dairy. Our *Halloween Party* is always a fun time. We enjoy seeing all the creative costumes as we eat lunch in our own "haunted house" decorated by Patti Flynn, our Meal Site Director. The annual *Thanksgiving* dinner is a great success with the staff serving the meal at the American Legion facility. The *Holiday* lunch and celebration is highlighted with holiday music, a visit from Santa, and a gift swap, also at the American Legion. The *January Thaw* is held at Angelica's Restaurant with Middleton Seniors and their guests attending and enjoying a festive afternoon of socializing and dancing.

The COA Director has the responsibility for **Community Outreach**, which is ever-increasing. We also provide the administration of the **Senior Tax Work-Off Program**. If you, or someone you know, is in need of outreach services – meals, counseling, home health care, money management, help with insurances, personal care, etc., please let us know. We also have a lending program for medical equipment – wheelchairs, walkers, canes, tub seats. Our building is handicapped accessible with two exterior ramps, an interior ramp and four bathrooms, two of which are handicapped accessible. In addition, we are in the process of installing a lift in the building to take people from the lower to the upper level.

The Senior Tax-Work-Off Program allows Middleton residents who are 60 and older and home owners in Middleton, to work for the municipality in exchange for a voucher in amounts up to \$750 per annum. This voucher is applied against real estate taxes for the resident property. Please inquire if you are interested in more information.

During the recent past fiscal years we have had a knitting program in our offerings, as well as quilting lessons by a nationally recognized local quilter, two new exercise programs, one of which is aimed at pain relief and therapeutic exercise, offered on Thursday mornings. Both of these programs are led by certified trainers. Our programs are open to those 55 and older and others as well, space permitting. We also offer a program in conjunction with the Conservation Commission (Pike's Hikes), which includes educational nature hikes, primarily in Middleton. We also hope to launch an associated canoeing program.

It is important to note the dedication and hard work of the **volunteers** who spent over **7,500 hours per annum** in service with a variety of things such as meals, maintenance, instruction, transportation, newsletters, trips, activities, and so much more. The dollar value of these services amounts to an approximate **savings to the Town of \$50,000 per year!** These hours of service are deeply appreciated. **THANK YOU!!**

Many thanks to the Town Administrator, Board of Selectmen, all the Town Departments, as well as the members of the Council On Aging Board for helping to make this another successful year in providing services to mature Middleton residents.

Respectfully submitted,

Susan J. Gannon
Executive Director

Quarters Covered:

1-2
(1)1-3
(2)X 1-4
(3)Other
(4)

LINE NO.	ACCOUNT NUMBER	CLASSIFICATION	PROPOSED ANNUAL AMOUNT	BUDGET PUM	ACTUAL PUM	TO DATE AMOUNT
		OPERATING RECEIPTS				
1	3110	Shelter Rent - Tenant	267,000.00	337.12	369.42	292,576.90
2	3115	Shelter Rent - Federal Section 8				
3	3190	Nondwelling Rentals				
4	3610	Interest on Investments	2,700.00	3.41	2.91	2,305.87
5	3690	Other Operating Receipts	2,500.00	3.16	6.27	4,964.80
6	3000	TOTAL OPERATING RECEIPTS	272,200.00	343.69	378.60	299,847.57
		NON UTILITY EXPENDITURES				
7	4110	Administrative Salaries	41,235.00	52.06	44.85	35,518.58
8	4130	Legal	2,500.00	3.16	0.00	0.00
9	4140	Members Compensation				
10	4150	Travel & Related Expense	1,000.00	1.26	0.28	222.65
11	4170	Accounting Services				
12	4190	Administrative Other	8,400.00	10.61	6.22	4,924.00
13	4110	TOTAL ADMINISTRATIVE	53,135.00	67.09	51.34	40,665.23
14	4230	Tenant Organization	535.00	0.68	0.55	434.00
15	4110	Maintenance Labor	52,700.00	66.54	60.07	47,575.74
16	4420	Materials & Supplies	10,000.00	12.63	12.48	9,887.13
17	4430	Contract Costs	13,600.00	17.17	6.36	5,037.13
18	4400	TOTAL MAINTENANCE	76,300.00	96.34	78.91	62,500.00
19	4510	Insurance	9,278.00	11.71	11.26	8,916.78
20	4520	Payment in Lieu of Taxes	4,024.00	5.08	4.26	3,376.00
21	4540	Employee Benefits	18,925.00	23.90	23.35	18,496.63
22	4500	TOTAL GENERAL	32,227.00	40.69	38.88	30,789.41
23	4790	Provision for Operating Reserve		0.00	0.00	
24	4799	Provision for Capital Reserve				
25	4700	TOTAL RESERVES	0.00	0.00	0.00	0.00
26	4800	EOCD - Directed Costs		0.00	0.00	0.00
27	4900	Debt Service (Section 8 ONLY)				
28		TOTAL NON-UTILITY COSTS	162,197.00	204.79	169.68	134,388.64
		UTILITIES				
29	4310	Water & Sewer	11,800.00	14.90	10.66	8,438.89
30	4320	Electricity	60,000.00	75.76	68.17	53,993.05
31	4330	Gas	300.00	0.38	0.00	
32	4340	Fuel				
33	4360	Energy Conservation				
34	4390	Other - Septic/Sewerage	6,100.00	7.70	6.34	5,017.73
35	4300	TOTAL UTILITIES	78,200.00	98.74	85.16	67,449.67
36	4000	TOTAL OPERATING EXPENDITURES	240,397.00	303.53	254.85	201,838.31
37		NET INCOME (DEFICIT) BEFORE SUBSIDY	31,803.00	40.16	123.75	98,009.26
38	7300	Operating Subsidy Earned - Line 11 051-5			0.00	0.00
39		NET INCOME (DEFICIT) BEFORE NONROUTINE EXPENDITURES	31,803.00	40.16	123.75	98,009.26
		NONROUTINE EXPENDITURES AND (CREDITS)				
40	6210	Prior year & Other Adj. Debit (Credit)	0.00	0.00	0.00	0.00
41	6510	Extraordinary Maintenance	10,000.00	12.63	8.93	7,071.28
42	6580	Collection Loss		0.00	0.00	
43	7520	Replacement of Equipment	2,325.00	2.94	1.23	974.93
44	7530	Receipts from Sale of Equipment (Credit)		0.00		
45	7540	Betterments & Additions	4,800.00	6.06	4.94	3,912.91
46		TOTAL NONROUTINE (SCHEDULE V)	17,125.00	21.62	15.10	11,959.12
47	2700	NET INCOME (DEFICIT)	14,678.00	18.53	108.65	86,050.14

ASSETS

CASH			
Administration Fund	228,003.99		
Security Deposit Fund	(594.00)		
Petty Cash	150.00	227,559.99	
ACCOUNTS RECEIVABLE			
Federal and EOCD-Section 8 Subsidy-Shelter Rent			
Tenants Accounts Receivable	4,264.02		
EOCD Subsidy			
Other	0.00	4,264.02	
ADVANCES			
Revolving Fund Advances		0.00	
INVESTMENTS			
Investments (Schedule II)	189,640.37	189,640.37	
FISCAL AGENT FUNDS			
Debt Service Fund (Schedule I)			
Debt Service Trust Fund-Cash (Schedule I)			
Debt Service Trust Fund-Investments (Schedule I)			
Debt Service Subsidy (Schedule VI)			
DEFERRED CHARGES			
Prepaid Insurance	1,985.00		
Inventory-Materials/Fuel			
Other (Schedule III)	0.00	1,985.00	
DEVELOPMENT COST			
Development Cost	2,150,512.35		
Less: Dev. Cost Liquidation	(101,000.00)	2,049,512.35	
Inventory of Furniture & Equipment	112,238.63		
Dev. Cost Inventory of Furniture & Equipment-Contra	(7,654.95)	104,583.68	
Date of Last Physical Inventory	June 30, 2002		
Completed Modernization Cost 667	363,436.88		
Completed Modernization Cost 1002	205,637.96		
Completed Modernization Cost 1004	127,949.71		
Completed Modernization Cost 1003	86,930.45		
Undistributed Debits		783,955.00	
TOTAL ASSETS		3,361,500.41	
LIABILITIES AND SURPLUS			
ACCOUNTS PAYABLE			
Accounts Payable-Other (Schedule IV)	0.00		
Contract Retentions			
Tenants Security Deposits			
Employee's Payroll Deductions	176.23		
Accounts Payable-DHCD Subsidy Overpayment			
Accounts Payable-Revolving Fund		176.23	
ACCRUED LIABILITIES			
Payment in Lieu of Taxes			
Accrued Liabilities-Other	0.00		
Matured Interest and Principal (Schedule VI)		0.00	
DEFERRED CREDITS			
Prepaid Partial Payments-707			
Tenants Prepaid Rents	4,378.00		
Undistributed Credits			
Deferred Subsidy			
Deferred Credits-Other		4,378.00	
FIXED LIABILITIES			
Grants Issued	1,936,512.35		
Bonds Issued	101,000.00		
Less: Bonds Retired	(101,000.00)		
Cumulative EOCD Modernization Contribution	783,955.00		
Notes Issued			
Less: Notes Retired		2,720,467.35	
SURPLUS			
Valuation of Fixed Assets	104,583.68		
Gifts and Donations	113,000.00		
Debt Service Reserve			
Unamortized Bond Premium			
Debt Service Requirement			
Debt Service Contribution			
Capital Reserve	15,268.83		
Operating Reserve	317,576.18		
Net Income (Deficit)	86,050.14	403,626.32	636,478.83
TOTAL LIABILITIES AND SURPLUS		3,361,500.41	

**MIDDLETON HOUSING AUTHORITY
OPERATING STATEMENT**

PERIOD REPORTED: July 1, 2003 to June 30, 2004

PROGRAM NO.: 1840240001 No. of Units: 66

FISCAL YEAR ENDING: June 30, 2004

Unit Months: 792

Quarters Covered:

1 1-2 1-3 X 1-4 Other
 (1) (2) (3) (4)

LINE NO.	ACCOUNT NUMBER	PROPOSED ANNUAL AMOUNT	BUDGET PUM	ACTUAL PUM	TO DATE AMOUNT
	CLASSIFICATION				
	OPERATING RECEIPTS				
1	3110 Shelter Rent - Tenant	290,000.00	366.16	359.85	285,004.10
2	3115 Shelter Rent - Federal Section 8				
3	3190 Nondwelling Rentals				
4	3610 Interest on Investments	1,700.00	2.15	3.30	2,614.85
5	3690 Other Operating Receipts	3,000.00	3.79	5.60	4,434.84
6	3000 TOTAL OPERATING RECEIPTS	294,700.00	372.10	368.75	292,053.79
	NON UTILITY EXPENDITURES				
7	4110 Administrative Salaries	42,060.00	53.11	53.01	41,986.52
8	4130 Legal	250.00	0.32	0.00	0.00
9	4140 Members Compensation				
10	4150 Travel & Related Expense	565.00	0.71	0.11	83.39
11	4170 Accounting Services				
12	4190 Administrative Other	9,967.00	12.58	10.46	8,287.53
13	4110 TOTAL ADMINISTRATIVE	52,842.00	66.72	63.58	50,357.44
14	4230 Tenant Organization	396.00	0.50	0.00	0.00
15	4110 Maintenance Labor	53,754.00	67.87	64.24	50,875.80
16	4420 Materials & Supplies	12,000.00	15.15	14.66	11,609.23
17	4430 Contract Costs	8,500.00	10.73	10.48	8,297.71
18	4400 TOTAL MAINTENANCE	74,254.00	93.76	89.37	70,782.74
19	4510 Insurance	11,152.00	14.08	14.00	11,087.46
20	4520 Payment in Lieu of Taxes	3,400.00	4.29	4.25	3,369.28
21	4540 Employee Benefits	19,870.00	25.09	24.91	19,729.45
22	4500 TOTAL GENERAL	34,422.00	43.46	43.16	34,186.19
23	4790 Provision for Operating Reserve	0.00	0.00	0.00	0.00
24	4799 Provision for Capital Reserve	0.00	0.00	0.00	0.00
25	4700 TOTAL RESERVES	0.00	0.00	0.00	0.00
26	4600 EOCD - Directed Costs	0.00	0.00	0.00	0.00
27	4900 Debt Service (Section 8 ONLY)	0.00	0.00	0.00	0.00
28	TOTAL NON-UTILITY COSTS	161,914.00	204.44	196.12	155,326.37
	UTILITIES				
29	4310 Water & Sewer	11,800.00	14.90	10.35	8,195.88
30	4320 Electricity	60,000.00	75.76	63.32	50,149.96
31	4330 Gas	650.00	0.82	0.37	290.67
32	4340 Fuel				
33	4360 Energy Conservation				
34	4390 Other - Septic/Sewerage	6,200.00	7.83	6.13	4,856.07
35	4300 TOTAL UTILITIES	78,650.00	99.31	80.17	63,492.58
36	4000 TOTAL OPERATING EXPENDITURES	240,564.00	303.74	276.29	218,818.95
37	NET INCOME (DEFICIT) BEFORE SUBSIDY	54,136.00	68.35	92.47	73,234.84
38	7300 Operating Subsidy Earned - Line 11 051-5	0.00	0.00	0.00	0.00
39	NET INCOME (DEFICIT) BEFORE NONROUTINE EXPENDITURES	54,136.00	68.35	92.47	73,234.84
	NONROUTINE EXPENDITURES AND (CREDITS)				
40	6210 Prior year & Other Adj. Debit (Credit)	2,000.00	2.53	2.53	1,999.93
41	6510 Extraordinary Maintenance	360,800.00	455.56	17.09	13,537.58
42	6580 Collection Loss	100.00	0.13	0.11	90.00
43	7520 Replacement of Equipment	5,300.00	6.69	4.74	3,751.93
44	7530 Receipts from Sale of Equipment (Credit)		0.00		
45	7540 Betterments & Additions	4,980.00	6.29	0.32	251.94
46	TOTAL NONROUTINE (SCHEDULE V)	373,180.00	471.19	24.79	19,631.38
47	2700 NET INCOME (DEFICIT)	(319,044.00)	(402.83)	67.68	53,603.46

ASSETS

CASH			
Administration Fund	201,761.46		
Security Deposit Fund	(960.00)		
Petty Cash	150.00	200,951.46	
ACCOUNTS RECEIVABLE			
Federal and EOCB-Section 8 Subsidy-Shelter Rent			
Tenants Accounts Receivable	1,902.20		
EOCD Subsidy			
Other	0.00	1,902.20	
ADVANCES			
Revolving Fund Advances		0.00	
INVESTMENTS			
Investments (Schedule II)	272,395.68	272,395.68	
FISCAL AGENT FUNDS			
Debt Service Fund (Schedule I)			
Debt Service Trust Fund-Cash (Schedule I)			
Debt Service Trust Fund-Investments (Schedule I)			
Debt Service Subsidy (Schedule VI)			
DEFERRED CHARGES			
Prepaid Insurance	2,124.00		
Inventory-Materials/Fuel			
Other (Schedule III)	0.00	2,124.00	
DEVELOPMENT COST			
Development Cost	2,150,512.35		
Less: Dev. Cost Liquidation	(101,000.00)	2,049,512.35	
Inventory of Furniture & Equipment	114,727.85		
Dev. Cost Inventory of Furniture & Equipment-Contra	(8,104.95)	106,622.90	
Date of Last Physical Inventory:	June 30, 2004		
Completed Modernization Cost 667	363,436.88		
Completed Modernization Cost 1002	205,637.96		
Completed Modernization Cost 1004	127,949.71		
Completed Modernization Cost 1003	86,930.45		
Undistributed Debits		783,955.00	
TOTAL ASSETS		3,417,463.59	

LIABILITIES AND SURPLUS

ACCOUNTS PAYABLE			
Accounts Payable-Other (Schedule IV)	1,906.27		
Contract Retentions			
Tenants Security Deposits			
Employee's Payroll Deductions	139.59		
Accounts Payable-DHCD Subsidy Overpayment			
Accounts Payable-Revolving Fund		2,045.86	
ACCRUED LIABILITIES			
Payment in Lieu of Taxes	0.00		
Accrued Liabilities-Other			
Matured Interest and Principal (Schedule VI)		0.00	
DEFERRED CREDITS			
Prepaid Partial Payments-707			
Tenants Prepaid Rents	2,688.41		
Undistributed Credits			
Deferred Subsidy			
Deferred Credits-Other		2,688.41	
FIXED LIABILITIES			
Grants Issued	1,936,512.35		
Bonds Issued	101,000.00		
Less: Bonds Retired	(101,000.00)		
Cumulative EOCB Modernization Contribution	783,955.00		
Notes Issued			
Less: Notes Retired		2,720,467.35	
SURPLUS			
Valuation of Fixed Assets	106,622.90		
Gifts and Donations	113,000.00		
Debt Service Reserve			
Unamortized Bond Premium			
Debt Service Requirement			
Debt Service Contribution			
Capital Reserve	15,409.29		
Operating Reserve	403,626.32		
Net Income (Deficit)	53,603.46	457,229.78	692,261.97
TOTAL LIABILITIES AND SURPLUS		3,417,463.59	

MIDDLETON HOUSING INVENTORY (Chapter 40B - Comprehensive Permit)

<u>FEDERAL 10 YEAR CENSUS DATE</u>	<u>CENSUS UNITS (ROUNDED)</u>	<u>CHAPTER 40B UNITS</u>	<u>40B PERCENT BASE</u>
<u>1990</u>	<u>1,882</u>	<u>125</u>	<u>6.64%</u>
<u>2000</u>	<u>2,337</u>	<u>135</u>	<u>5.78%</u>

NET INCOME LIMITS BY HOUSHOLD SIZE

<u>One</u>	<u>Two</u>	<u>Three</u>	<u>Four</u>	<u>Five</u>	<u>Six</u>	<u>Seven</u>	<u>Eight</u>
40,800.00	46,650.00	52,500.00	58,300.00	63,000.00	67,650.00	72,300.00	77,000.00

FAIR MARKET RENTS BY NUMBER OF BEDROOMS

<u>1BR</u>	<u>2BR</u>	<u>3BR</u>	<u>4BR</u>
999.00	1,250.00	1,563.00	1,835.00

FISCAL YEAR 7/1/03 – 6/30/04 REVIEW

Rent Increases

The Department of Housing and Community Development of the Commonwealth of Massachusetts increased the rents of all tenants as follows:

Eliminated a \$400.00 deduction for Elderly and Disabled Tenants

Increased the % of Monthly Income paid to rent from 30% to 32% for Family Tenants who do not pay utilities and from 25% to 27% for those who do.

Waiting Lists

The Elderly/Disabled One Bedroom List remained open the entire year.

The Family 2 Bedroom List remained closed the entire year.

The Family 3 Bedroom List was opened for just 30 days during entire year.

Financial

All of the FY 04 Budget Projections were met and therefore, the MHA will realize more than the minimum surplus anticipated.

Summary

In conclusion, the Middleton Housing Authority would like to acknowledge the Fire Department, the Police Department, the Public Works Department and the Town Administrator for their help and cooperation throughout the year.

Respectfully submitted,

Charles Collier, Chairperson
Faith Anderson Stone, Vice-Chairperson
Diane McGowan, Treasurer
Ann Richardson, Assistant Treasurer
James Hannon, State-Appointee

Kathleen Thurston, Executive Director
Paula Mountain, Administrative Assistant
Paul Pellicelli, Maintenance Mechanic
Gino Bellia, Maintenance Aide

TRI-TOWN COUNCIL ON YOUTH AND FAMILY SERVICES FY 03 Annual Report



WHO WE ARE

The Tri-Town Council is a community service organization that helps young people and their families live healthier and safer lives. Unlike other counseling centers, the Tri-Town Council works exclusively with the needs of Tri-Town residents.

Tri-Town residents founded this grassroots non-profit organization in 1972 to address concerns about drug and alcohol abuse by area youth. Since then, residents from Middleton, Boxford and Topsfield have steadfastly supported the Council's programs and services.

Tri-Town residents know that in an increasingly complex and fast paced world pressures build in all of us—children, adults, and families. Domestic violence, alcohol and other drug use, anxiety disorders, depression, or suicide can result from such pressures. The Tri-Town Council's primary mission is to educate and counsel people in an effort to prevent these unsafe, unhealthy, and sometimes tragic occurrences from ever happening.

Our goal is to both anticipate and be responsive to community needs. Agency by-laws ensure close contact with tri-town residents' concerns by mandating that our Board of Directors includes volunteer representatives from each of the three towns. Although Middleton is very well represented by Rodney Pendleton, board president, and Liz Cameron, vice-president, *an additional Middleton board member would be very welcome.*

We are sad to announce that long-time board member, Alice Tierney, resigned this year. Our heart-felt gratitude is extended to Alice for her service to the community through the Tri-Town Council. In addition to her wise council and envelope stuffing prowess, Alice will forever be known as our recruiter extraordinaire!

WHAT WE DO

The Town of Middleton benefited from the following Tri-Town Council activities and programs over the past fiscal year:

- **Adjustment Counseling and Crisis Intervention** services, which comprise the bulk of our services, were provided by three full-time professional counselors at Masconomet Regional School. Every child from Topsfield in grades seven through twelve received some form of direct service from these counselors either in one-on-one meetings, in groups, in the classroom, in an assembly, or through distributed materials.

Tri-Town Counselors also work as needed with the families of the students they see. In addition, counselors attend Case Conferences, Individual Education Plan meetings, emergency management meetings, Health Advisory Committee meetings, Violence and Substance Abuse Prevention meetings, student orientation meetings, and many more.

- **Project Safety Net**, which provided five types of services to Middleton residents:
 - 1) 24 hour, seven days a week telephone access to a counselor (978-771-4619),
 - 2) Parent information meetings,
 - 3) Counseling during school vacations,
 - 4) Sexual abuse survivor counseling, and
 - 5) School consultation and training.

- The **Community Giving Tree**, directed by Leslie Levenson and Betty Obernesser of Boxford, donated \$2,000 to children and families in the Masconomet community who needed a helping hand over the holidays. This program also donated winter clothing to the needy.
- The **D.A.S.H.** (Disability Awareness Starts Here) program was active in all six tri-town elementary schools. D.A.S.H. is an important educational program, which uses 250 community volunteers a year to experientially teach second through fifth graders at the Fuller Meadow and Howe-Manning Schools (as well as in Topsfield and Boxford schools) about physical and emotional disabilities.
- The **Sponsor-a-Family** program, led by Jane Pappas of Boxford, with the help of Rhonda Frisch, donated more than \$6,000 to 33 needy children and families in Salisbury.
- The **Girls Empowerment** workshop for Masconomet eighth, ninth and tenth graders is offered to the entire class in the Spring of the year. This day-long workshop provides information to girls about relationships, self-esteem and many other important personal and social issues.
- A **Boys Empowerment** program for tenth graders reaches the entire Sophomore class in the Spring of the year and helps boys to recognize their worth as individuals and their role in relationships.
- The **Summer Playground Program**, directed by Victor Dinarello, serving 110 8-12 year olds during summer vacation. Primarily for Topsfield residents, this program accepts other tri-town youth as space allows.
- The substance-free all night **Graduation Party**, started twenty-nine years ago as one of the first of its kind in the country, was attended by 180 graduates in 2002. A third of its attendees live in Middleton. This very popular and successful event will continue in 2003.
- The substance-free all-night **Post-Prom Party**, which was started seven years ago in an effort to keep students safe on this very dangerous night, was canceled in 2002 due to a lack of attendance. The Tri-Town Council is not planning to organize a party for 2003. If parents and other community members believe that offering a safe alternative to private parties is in the students' best interest, they should contact Masconomet High School or the Tri-Town Council.
- A Tri-Town Council **Website**, www.tritowncouncil.org, exists for the benefit of Middleton residents and others, with continuously updated information, links, on-line counseling, and a local resource list.
- A quarterly newsletter, **The Reality Check**, is distributed to our membership in Topsfield. The newsletter contains information on topics of interest such as Domestic Violence, Dangerous Drugs, Drinking and Driving, and updates on Council activities.
- Our school based adjustment counselors made **Presentations** to health classes at Masconomet.
- Sponsorship of the **S.T.E.P.** (Systematic Training for Effective Parenting), an eight-week course on parenting offered by Joan Wing, LICSW in Boxford, which benefits Topsfield residents.
- **Information, Consultation and Referral** services through our administrative office.
- The **WORLD AIDS DAY Candlelight Vigil** on December 1st.
- Providing support for the **Fall Foliage Classic Road Race**, in conjunction with the Rotary Club of Topsfield, Boxford, and Middleton.
- Organized a **Spring Bike Rally**, held on May 5, 2002, which was popular with many bicycling enthusiasts, especially elementary school children and their families.
- Contributing a monthly **newspaper column** on topics of local concern.
- Maintaining membership on the **ABC Masconomet Board of Directors**.
- **Active participation and leadership in Tri-Town working committees:** In FY '02, the Council was a member of the Health Advisory Council, The Massachusetts Council of Human Services Providers, the Substance Abuse and Violence Prevention Council, the Graduation Party Committees, the Rotary Club of Topsfield, Boxford, and Middleton, the Middleton Board of Trade, the Community Collaborative Initiative (a troubleshooting committee organized by District Attorney Kevin M. Burke's office designed to create and strengthen area resource networks), and the Massachusetts Bay United Way.

OUR FUNDING

Middleton residents voted in favor of \$21,240 or around \$3.00 per resident in FY '02 to support of the Tri-Town Council's programs and services. This funding amounted to 6% of our total budget and was extremely important to the financial health of the Council. Altogether, the towns of Topsfield, Boxford, and

Middleton accounted for 20% of the Council's budget. Despite Tri-Town Council's significant increase in its cost of doing business, Middleton's assessment this year is only 2.5% higher than in FY '02, or \$19,955.

IN SUMMATION

The Town of Middleton was well served by the Tri-Town Council in 2002. Residents received a very good return for each dollar spent in support of our many services.

At the Tri-Town Council, we appreciate that every dollar of our budget is, in one way or another, donated. Therefore, we spend that money very carefully:

- Community volunteers staff many of our projects,
- Volunteers who serve as a Board of Directors oversee operations,
- Our finances are reviewed by a certified public accountant and are independently audited each year,
- With only one full-time and one part-time administrative staff, our overhead is kept low, and
- Our programs are run as efficiently as possible. By way of example, Project Safety Net, our 24-hour, seven days a week professional telephone information and referral service, operated by the Council for \$16,000 a year as compared to \$50,000 plus in other organizations.

The staff and Board of Directors of the Tri-Town Council appreciate your continued support.

Staff:

Gary Sinclair, Executive Director
Nancy Coughlin, Business Manager
Joan Murphy, Adjustment Counselor
Helen Levin, Adjustment Counselor
Gail Analoro, Adjustment Counselor
Debbie Adam, Horizons Director
Melissa Flemming, Clinical Director
Emily Kirsch, EAP Counselor

Board of Directors:

Rodney Pendleton, President (Middleton)
Leslie Levenson, First Vice-President (Boxford)
Liz Cameron, Second Vice-President (Middleton)
Betty Oberncsser, Treasurer (Boxford)
Peggy Holloway, Secretary (Topsfield)
Mary Dewling
Victor Dinarello
Bernice Kehoe
Donna Ryan
Guy Simmons

Affiliates:

Joan Wing, S.T.E.P. Program Therapist
Disabilities Awareness Starts Here (DASH): Keith Quenzel, Ilene Twiss,
Donna Rich, Barbara Chapman, Rose Cordes, Kirsten Manton, Dian
Anderson, Lisa Ciulla, Paula Savage, Sue Adams, Margaret Ake, Ellen
Eaton Janet Rogers, Sue Spencer

Sincerely Yours,

Gary S. Sinclair, LCSW, CADAC
Executive Director
Tri-Town Council on Youth and Family Services

TRI-TOWN COUNCIL ON YOUTH AND FAMILY SERVICES FY 04 Annual Report



WHO WE ARE

The Tri-Town Council is a non-profit professional service organization that helps young people and their families live healthier and safer lives. Unlike other counseling centers, the Tri-Town Council works exclusively with the needs of Tri-Town residents.

Tri-Town residents founded this grassroots organization in 1972 to address concerns about drug and alcohol abuse by area youth. Since then, residents from Middleton, Boxford and Topsfield have steadfastly supported the Council's programs and services.

Tri-Town residents know that in an increasingly complex and fast paced world pressures build in all of us—children, adults, and families. Domestic violence, alcohol and other drug use, anxiety disorders, depression, or suicide can result from such pressures. The Tri-Town Council's primary mission is to educate and counsel people in an effort to prevent these unsafe, unhealthy, and sometimes tragic occurrences from ever happening.

Our goal is to anticipate and respond to community needs. Agency by-laws ensure close contact with tri-town residents' concerns by mandating that our Board of Directors includes volunteer representatives from each of the three towns. Middleton is very well represented by Rodney Pendleton, Liz Cameron and Carleen McKay and by a student board of directors, comprised of eleven young men and women in Masconomet High School, grades 9-12.

Please contact the Tri-Town Council at 978-887-6512 if you would like to volunteer your services on our board of directors. Parents of elementary age children or older children are welcome, as are area professionals and business persons. We have particular need for a web designer, attorney, corporate representatives and senior citizens. Giving back to your community can be a very rewarding experience.

WHAT WE DO

The Town of Middleton benefited from the following Tri-Town Council activities and programs over the past fiscal year:

- **Adjustment Counseling** – provided by two full-time professional counselors at Masconomet Regional School and one part-time counselor serving residents of Middleton. Most students from Middleton in grades seven through twelve received some form of direct service from these counselors either in one-on-one meetings, in groups, in the classroom, in an assembly, or through distributed materials.
Tri-Town Counselors also work as needed with the families of the students they see. In addition, counselors attend Case Conferences, Individual Education Plan meetings, emergency management meetings, Health Advisory Committee meetings, student orientation meetings, and many more.
- **Project Safety Net** – 24 hour, seven days a week telephone access to a counselor (978-771-4619 for information, referral and crisis counseling).
- The **HORIZONS** after school enrichment program for all Boxford and Topsfield elementary school children. Middleton schools participate in a different after school program (Exploration Station), not sponsored by the TTC.
- The **Sponsor-a-Family** program, led by Rhonda Frisch and Jane Carroll, donated more than \$6,000 in gifts to 33 needy children and families in Salisbury and also donated to several Middleton families.
- The **Community Giving Tree**, directed by Leslie Levenson and Betty Obernesser, donated \$2,000 to children and families in the Masconomet community who needed a helping hand over the holidays. This program also collected and donated winter clothing to the needy.

- The **D.A.S.H.** (Disability Awareness Starts Here) program was active in Boxford and Topsfield elementary schools, but fizzled in Middleton. Hopefully, volunteers will come forward so the program can be restarted next year. D.A.S.H. is an important educational program, which uses 250+ community volunteers a year to experientially teach second through fifth graders about physical and emotional disabilities.
- The **Girls Empowerment** workshop for Masconomet eighth, ninth and tenth graders was offered in the Spring of the year. This day-long workshop provides information to girls about relationships, self-esteem and many other important personal and social issues.
- A **Boys Empowerment** program for tenth graders reaches the entire sophomore class in the spring of the year and helps boys to recognize their worth as individuals and their role in relationships.
- The **Summer Playground Program**, directed by Victor Dinarello, serving 100+ 8-12 year olds during summer vacation. Primarily for Topsfield residents, this program accepts other tri-town youth as space allows.
- The substance-free all night **Graduation Party**, started twenty-nine years ago as one of the first of its kind in the country, was attended by 175 graduates in 2003. A third of its attendees live in Middleton. This very popular and successful event will continue in 2004 - volunteers are welcome on the planning committee or as chaperones.
- A Tri-Town Council **Website**, www.tritowncouncil.org, exists for the benefit of Middleton residents and others, with continuously updated information, links, on-line counseling, and an extensive local resource list.
- A quarterly newsletter, **The Reality Check**, is distributed to our membership in Middleton. The newsletter contains information on topics of interest such as Domestic Violence, Dangerous Drugs, Drinking and Driving, and updates on Council activities.
- Sponsorship of the **S.T.E.P.** (Systematic Training for Effective Parenting), an eight-week course on parenting offered by Joan Wing, LICSW in Boxford, which benefits Middleton residents.
- **Information, Consultation and Referral** services through our administrative office.
- The **WORLD AIDS DAY Candlelight Vigil** on December 1st.
- Providing support for the **Fall Foliage Classic Road Race**, in conjunction with the Rotary Club of Topsfield, Boxford, and Middleton.
- Organized a **Spring Bike Rally**, held on May 4, 2003, which was popular with many bicycling enthusiasts, especially elementary school children and their families.
- Contributing a monthly **newspaper column** on topics of local concern.
- Maintaining membership on the **ABC Masconomet** Board of Directors.
- **Active participation and leadership in Tri-Town working committees:** In FY '03, the Council was a member of the Health Advisory Council, The Massachusetts Council of Human Services Providers, the Graduation Party Committees, the Rotary Club of Topsfield, Boxford, and Middleton, the Middleton Board of Trade, the Community Collaborative Initiative and the Massachusetts Bay United Way.

OUR FUNDING

Middleton residents voted in favor of \$20,052 or just over \$3.00 per resident last year to support of the Tri-Town Council's programs and services. This funding amounted to 6% of our total budget and was extremely important to the financial health of the Council. Altogether, the towns of Topsfield, Boxford, and Middleton accounted for 20% of the Council's budget. Despite significant increases in Tri-Town Council's cost of doing business, Middleton's assessment of \$22,317 for this coming year represents only a 2.5% increase over FY '03.

Due to a budget shortfall last year, Masconomet Regional Schools decided to cut funding to the Tri-Town Council by almost \$50,000, retaining only two of our three adjustment counselors. Rather than suffer a drop-off of services for their students, Middleton residents approved a \$15,000 article at Town Meeting, which allowed the Tri-Town Council to continue to employ the third counselor on a part-time basis, specifically to serve Middleton students and their families. Thanks to the generosity of the Middleton Council on Aging and the Middleton Recreation Committee, office space was made available at the old town hall. Our Middleton Community Counselor sees an average of six to eight students or families per week and will continue to do so until funds are exhausted in May 2004.

IN SUMMATION

The Town of Middleton was well served by the Tri-Town Council in 2003. Residents received a very good return for each dollar spent in support of our many services.

At the Tri-Town Council, we appreciate that every dollar of our budget is in one way or another, donated. Therefore, we spend that money very carefully:

- Community volunteers staff many of our projects,
- Volunteers who serve as a Board of Directors oversee operations,
- Our finances are reviewed by a certified public accountant and are independently audited each year,
- With only one full-time and one part-time administrative staff, our overhead is kept low, and
- Our programs are run as efficiently as possible. By way of example, Project Safety Net, our 24-hour, seven days a week professional telephone information and referral service, operated by the Council for \$11,000 a year as compared to \$50,000 plus in other organizations.

The staff and Board of Directors of the Tri-Town Council appreciate your continued support.

Staff:

Gary Sinclair, Executive Director
Nancy Coughlin, Business Manager
Joan Murphy, Masconomet Adjustment Counselor
Helen Levin, Middleton Adjustment Counselor
Gail Analoro, Masconomet Adjustment Counselor

Board of Directors:

Rodney Pendleton, President
Leslie Levenson, First Vice-President
Liz Cameron, Second Vice-President
Betty Obernesser, Treasurer
Peggy Holloway, Secretary
Mary Dewling
Victor Dinarello
Bernice Kehoe
Donna Ryan
Guy Simmons
Rhonda Frisch
Carleen McKay

Affiliates:

Debbie Adam, Horizons Director
Emily Kirsch, EAP Counselor
Joan Wing, S.T.E.P. Program Therapist
Jane Carroll, Co-director Sponsor-a-Family
Disabilities Awareness Starts Here (DASH): Keith Quenzel, Linda Epps,
Donna Rich, Barbara Chapman, Rose Cordes, Kirsten Manton, Dian
Anderson, Paula Savage, Sue Adams, Margaret Ake, Ellen
Eaton, Janet Rogers and Sue Spencer
Pam Sweet, CARE Committee Treasurer

VETERANS' SERVICES

The Veterans' Services Department closed out the 2003-2005 fiscal years having been able to identify almost 400 veterans in Middleton. I offer a special thanks to those veterans who have put in many hours in the office making phone calls and assisting me in my duties as part of the tax work-off program. Over half of the town's veterans have provided us with a copy of their separation papers or DD214 which is kept under lock and key. This document is of primary importance for all services available to our veterans. Whether it is being enrolled in the VA health care system for prescriptions or medical services such as eye exams, hearing tests, or podiatry services, the number of veterans from Middleton taking advantage of these services has doubled. There are still over a hundred veterans that need to provide us with these documents. I encourage them to contact this office at (978) 762-0611. These documents are needed before any other services can be activated. When a veteran dies, family members need these documents to procure a Veterans Grave Marker or to be buried in a Veterans Cemetery. These documents are also helpful when applying for civil service jobs or exams. If you have these documents we need to have a copy on file in Memorial Hall. Please drop off a copy or let us copy yours for our files.

For many years a Veterans Service Officer, formally known as the Veterans Agent, has been available to provide an array of services to Middleton veterans and their dependents. We have offered a helping hand to anyone in our community in need of guidance or assistance in matters relating to military service. As the Director of Veterans' Services I serve every citizen by providing information and direction concerning: Annuities, Awards and Medals, Burial Information, Chapter 115 Benefits, Education, Elder Services, Employment, Flags and Markers, Financial Assistance, Graves Care, Housing, License Plates, Medical Assistance, Pensions, Pharmaceuticals, Real Estate Tax Abatements, Record Retention, Excise Tax Exemptions, Shelter and Veterans' Services. Please visit my office on the second floor of Memorial Hall. I am there most mornings from 9:00 AM to Noon. Please feel free to call me ahead of time at (978) 762-0611 to set up an appointment.

As mentioned in previous years it is important to safeguard those documents relating to your military service. These include discharge papers, DD214, marriage certificates, life insurance, VA correspondence, child custody evidence, social security numbers and correspondence, wills, naturalization papers or passports, VA pensions, dependency and indemnity compensation, burial information and preferences. Please remind your families of survivors' benefits as well. These documents could be one of the most important legacies a veteran will ever leave their family. The few hours spent by the veteran organizing and protecting his or her documents, and informing the family can do much to avoid anguish during times of emotional stress.

Finally, I would like to offer a special thank you to our active duty servicemen from Middleton. You have served our community proudly during our country's most recent military action. I encourage all veterans to participate in our town's Memorial Day Parade and services, our Veterans Day services, and those ceremonies honoring special events in our history. In addition, the schools are always looking for veterans to speak or help out at various assemblies. If you would like to participate or help out in any way, please contact me at the Veterans' Services office. Thank you again for your military service.

Respectfully submitted,

Theodore H. Butler
Director of Veterans' Services
Veterans' Service Officer

July 1, 2002 – June 30, 2005

